

**INDIA: Vocational Training Improvement Project
(Cr. No. 4319)**

Performance Report Card

(Mid-term Review: March-May, 2011)



**Directorate General of Employment and Training
Ministry of Labour and Employment
Government of India**

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INTRODUCTION

INDIA: VOCATIONAL TRAINING IMPROVEMENT PROJECT (VTIP)

Project development objective:

To improve the employment outcomes of graduates from the vocational training system, by making the design and delivery of training more demand responsive.

Key Performance Indicators:

- (i) Improved internal efficiency of the project ITIs:
 - 20 percent increase over 5 years (to 73 percent) in the **proportion of pass-outs** from project ITIs that exit from the CTS system with an NCVT certificate, from a baseline of 61 percent;
- (ii) Improved external efficiency of the project ITIs:
 - 56 percent increase over 5 years (to 50 percent) in the proportion of project ITIs' pass-outs who find **employment** within one year of finishing training, from a baseline of 32 percent;
 - 25 percent increase over 5 years (to INR 3,206) in the **real monthly earnings** of employed pass-outs from project ITIs measured one year after graduation, as compared to the 2006 baseline of 2,421 INR

Project description:

Component 1: Improving Quality of Vocational Training -This component focuses on: (a) improving quality and relevance of training imparted in 400 eligible Industrial Training Institutes (ITIs) selected competitively from eligible States/UTs, (b) upgrading training of ITI instructors, and (c) providing incentive funds to States to reward good performance in project implementation.

Component 2: Promoting Systemic Reforms and Innovations -This component focuses on activities that lead to enhancement in the overall reach and effectiveness of the vocational training system in the medium-term. Implementation of activities under this component will be the responsibility of the DGE&T, discharged in collaboration with States, industry associations and private training providers, as necessary.

Component 3: Project Management, Monitoring and Evaluation - Support will be provided to: (a) establishment of project management and implementation structures at the national and State levels, (b) improvements in system management and implementation of reforms through training of policy planners, managers and administrators, (c) project monitoring and dissemination of information with the help of a computer-based management information system, and (d) project evaluation and, policy and system research studies at the national and State levels.

Key Project Data

Board Approval	June 5, 2007
Effectiveness Date	December 17, 2007
Closing Date	December 31, 2012
Credit Amount	USD 280 million
Project Age	3.6 years
% Disbursed	45%

PREFACE

About the Mid-Term Report

This report is based on analysis of detailed data provided by individual ITIs using a standard reporting tool. Data has been provided by the ITIs at six month intervals, in April and October of every year since project effectiveness in December 2007. For the year 2006-07, project ITIs for that year provided data retrospectively. Where necessary, information provided by the ITIs is supplemented from information available with the State Project Implementation Units and the National Project Implementation Unit.

The base-line data on pass rates and labor market outcomes was collected through a comprehensive survey of all government ITIs and through a rigorous and nationally representative Tracer Study in 2005-06. The follow-up Tracer Study is currently underway and its findings will become available soon. Data on average salary of employed trainees provided in the state report cards in the Mid-Term Report should be considered as indicative and provisional till the findings from the Tracer Study become available.

India: Vocational Training Improvement Project

Mid-Term Review

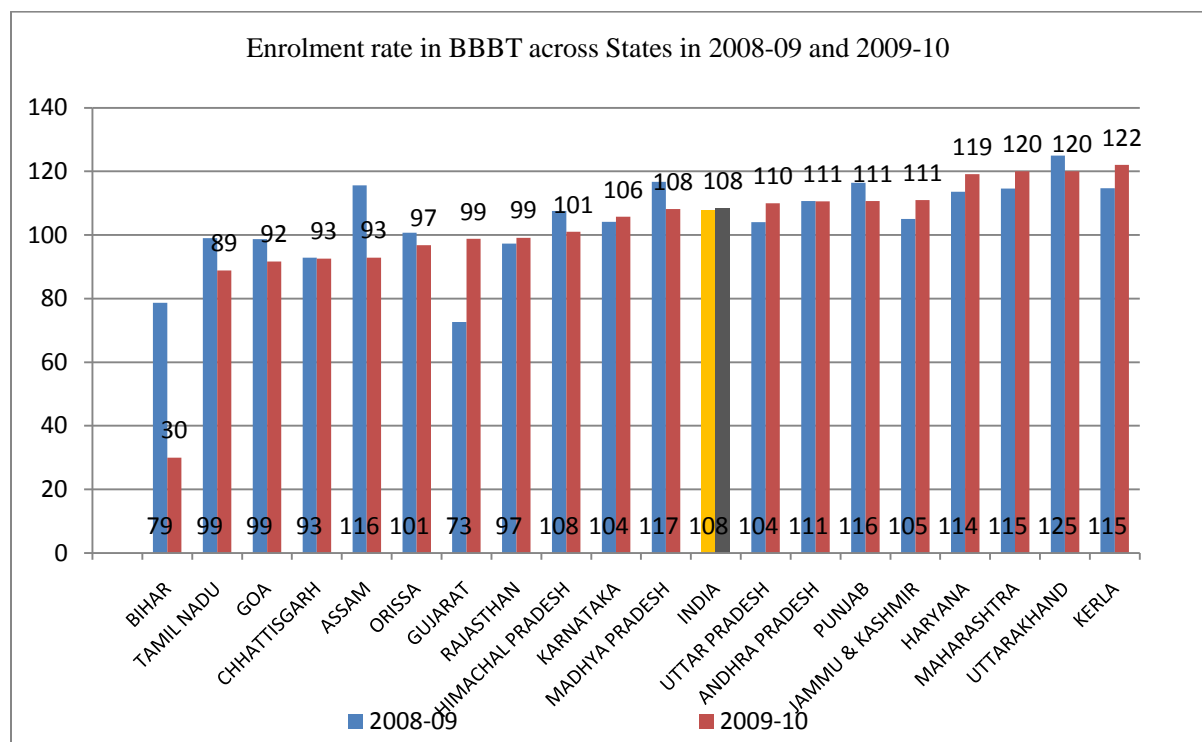
Highlights

A. Participation and Achievement in Broad Based Basic Training

Enrolment in BBT

- The average enrolment rate in Broad Based Basic Training (BBBT) has been over 100% in both 2008-09 and 2009-10.
- There has been an increase in enrolment rates over time in most states. Bihar is the only state showing a substantial drop (from 80% to 30%) which can be due to both real decline and faulty data. Tamil Nadu, Goa and Assam have also reported some declines, although in all three states enrolment rates are above 80%.
- As long as the enrolment rates are 80% or more, the internal efficiency target of 100% is met because the actual number of seats in one BBT unit is 96, and enrolment rates have been measured against 121 which include supernumerary seats.

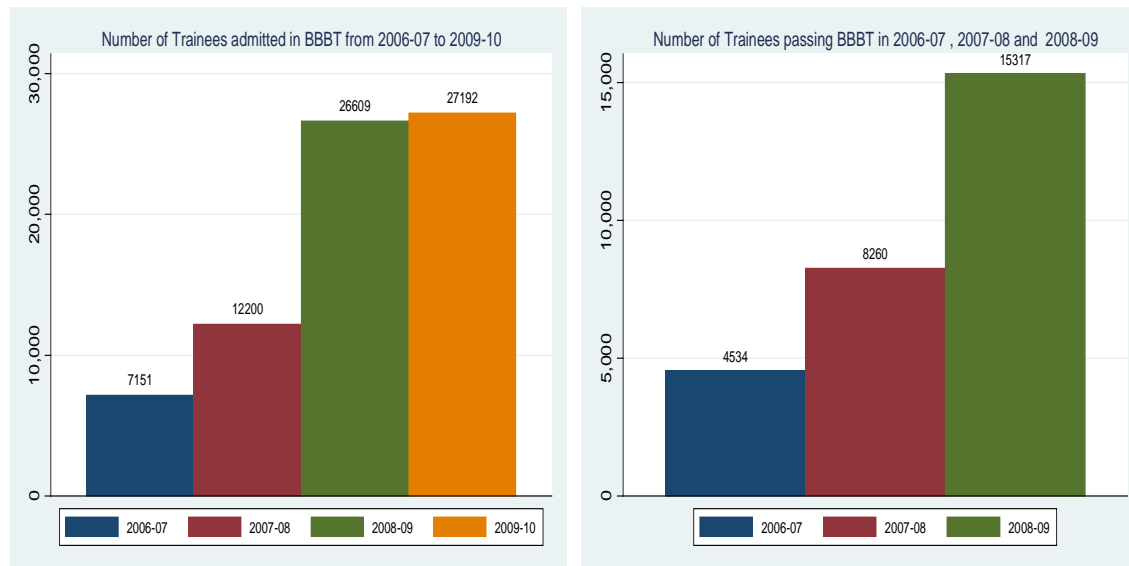
Figure 1: Percentage trainees admitted in Broad Based Basic Training Modules across States and Union Territories, 2008-09 and 2009-10



Output of BBT courses: Numbers Enrolled and Pass Rates

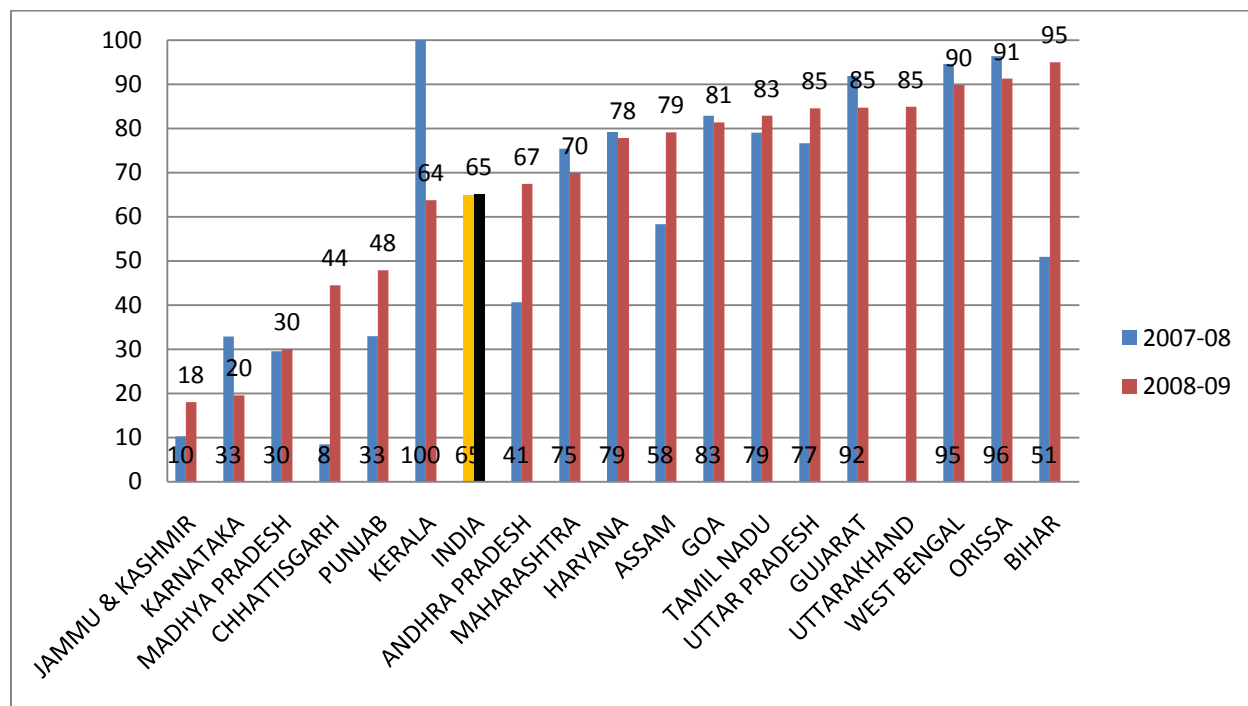
- iv. Between 2006-07 and 2009-10, more than 73000 trainees had enrolled in BBT courses.

Figures 2 & 3: Number of trainees admitted (2006-10) and passed (2006-09) at first attempt in Broad Based Basic Training Modules



- v. The average pass rate for those who successfully cleared their BBT exams in their first attempt for 2006-09 was 66%
- vi. In 2007-08, BBT pass-rates ranged from 10% in Jammu & Kashmir to 100% in Kerala. In 2008-09, they ranged from 18% in Jammu & Kashmir to 95% in Bihar. While the average pass-rate for both years was 66%, there was a decrease in variability across states. The standard deviation of pass-rates though still high fell from 30% to 24%.

Figure 4: Percentage trainees passed in Broad Based Basic Training Modules across States, 2007-08 and 2008-09

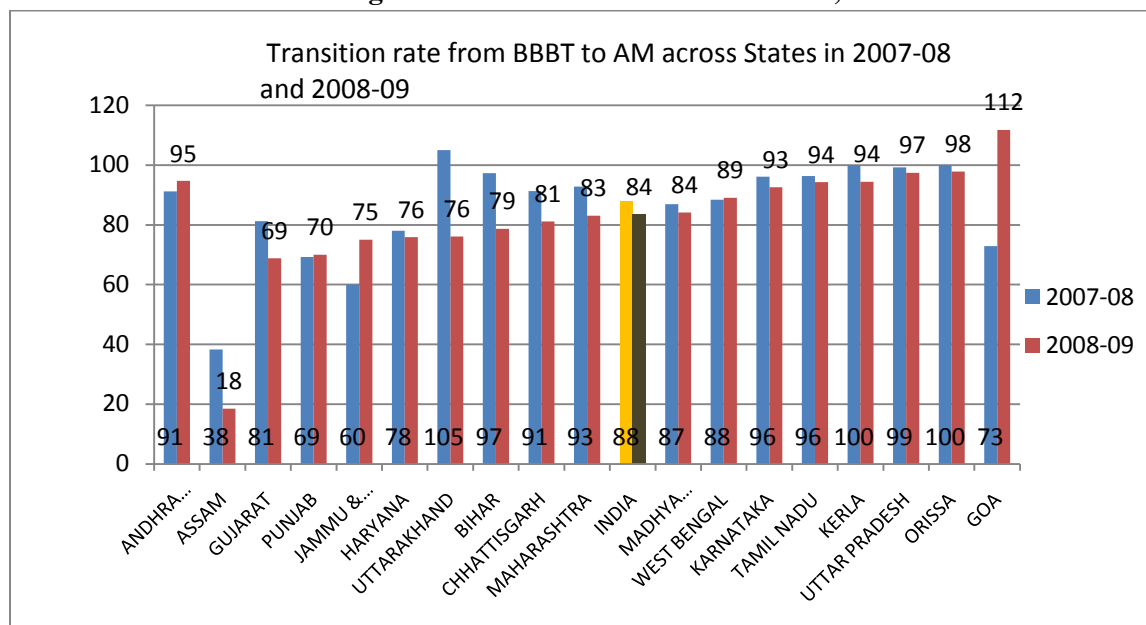


B. Participation and Achievement in Advanced Module Training (AM)

Transition to AM

- Transition rate from BBT to AM has declined slightly from 88% to 84% between 2007-08 and 2008-09.
- Transition rates ranged from 38% (Assam) to 100% (Kerala and Orissa) in 2007-08. They ranged from 18% (Assam) to 112% (Goa) in 2008-09. Apart from Assam in 2008-09, transition rates in 2008-09 are 70% or more in all the other states and union territories.

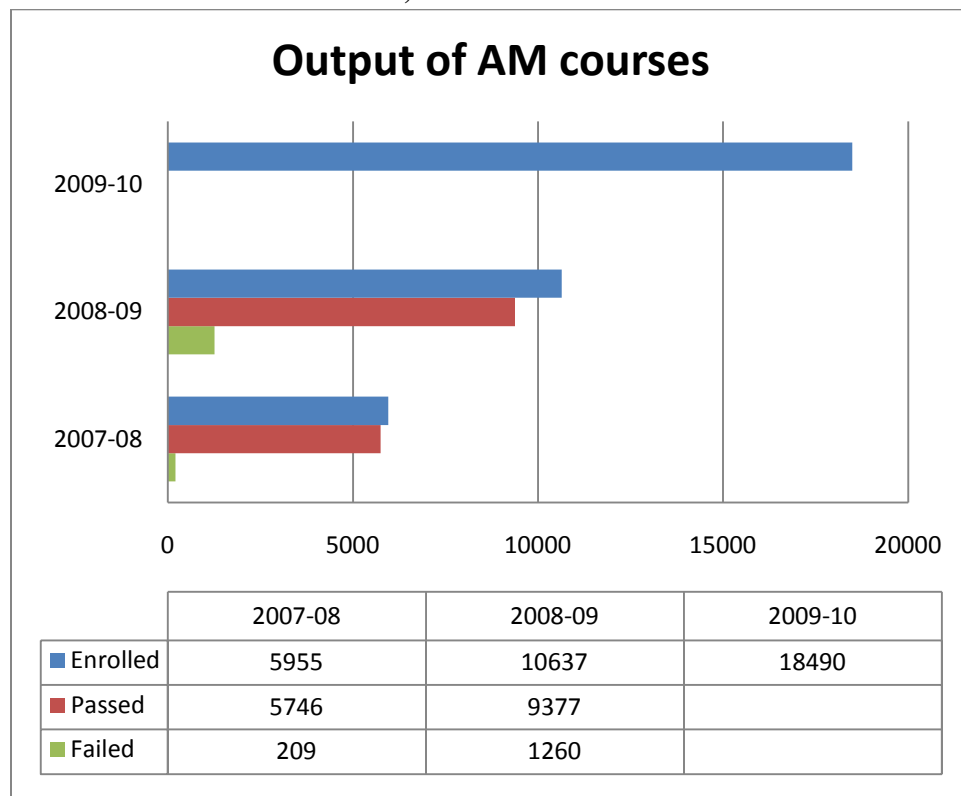
Figure 5: Percentage trainees making the transition from Broad Based Basic Training to Advance Module Training across States and Union Territories, 2007-08 and 2008-9



Output of AM courses: Numbers Enrolled and Pass Rates

- iii. More than 35,000 trainees enrolled in AM courses in the first three years of the project, 2007-08, 2008-09 and 2009-10.
- iv. For the 2007-08 and 2008-09 AM batches, the average pass-rate for trainees was 91%, being 96% and 88% in the two years respectively.

Figure 6: Enrollment and Examination Success in Advanced Module Courses, 2007-08, 2008-09 and 2009-10

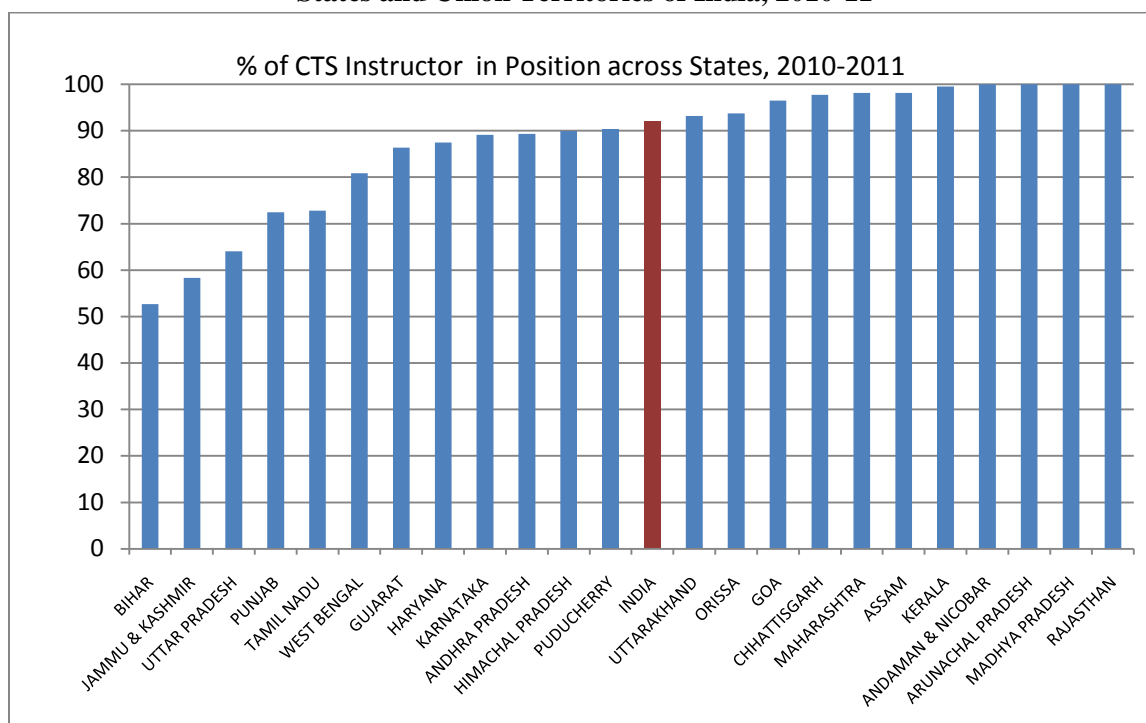


C. Instructors in Position, Reduction in Instructor Vacancy, Principals and Instructor Training

Craftsman Training Scheme (CTS) Instructors

- i. Against the target of 90% or more CTS instructors in position in ITIs supported by VTIP, the average for the total project across India is encouraging. According to the base-line data, 75% instructors were in position against their sanctioned strength. By 2010-2011, the average was 92%. The greatest shortfalls are in Bihar (47%), Jammu and Kashmir (42%) and Uttar Pradesh (36%).

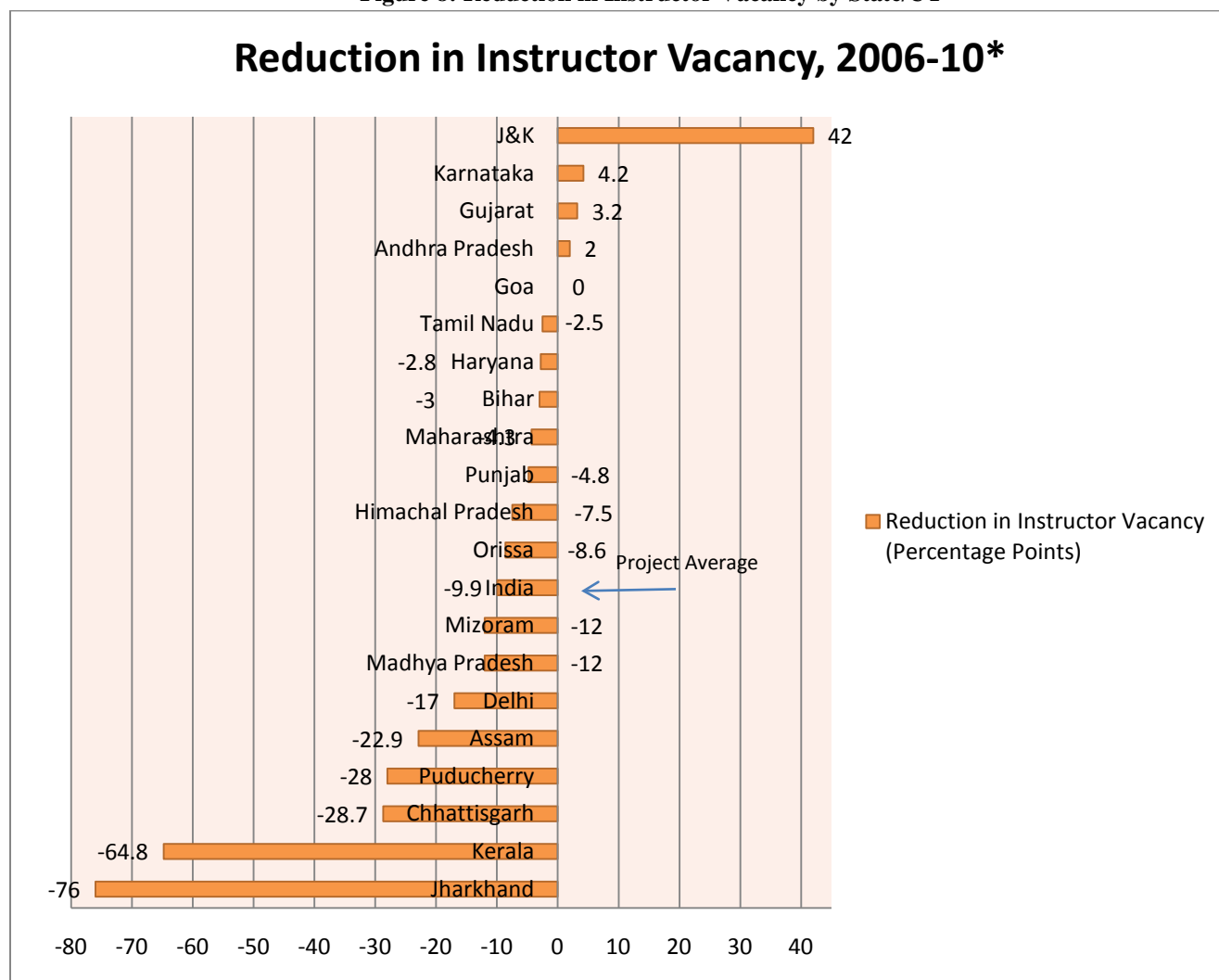
**Figure 7: Percentage CTS instructors in position,
States and Union Territories of India, 2010-11**



State-wise reduction in overall Instructor Vacancy

- ii. For the project overall, instructor vacancy had declined by nearly 10 percentage points, from 20% to 10% between the first joint review mission and the mid-term review of the project.
- iii. The largest reduction in instructor vacancy between the first Joint Review Mission (2008) and the Mid-Term Review (2011) has been in Jharkhand (75 percentage points) and Kerala (65.8 percentage points). Some states have shown an increase in overall instructor vacancy. Jammu & Kashmir's instructor vacancy has increased by 42 percentage points.

Figure 8: Reduction in Instructor Vacancy by State/UT

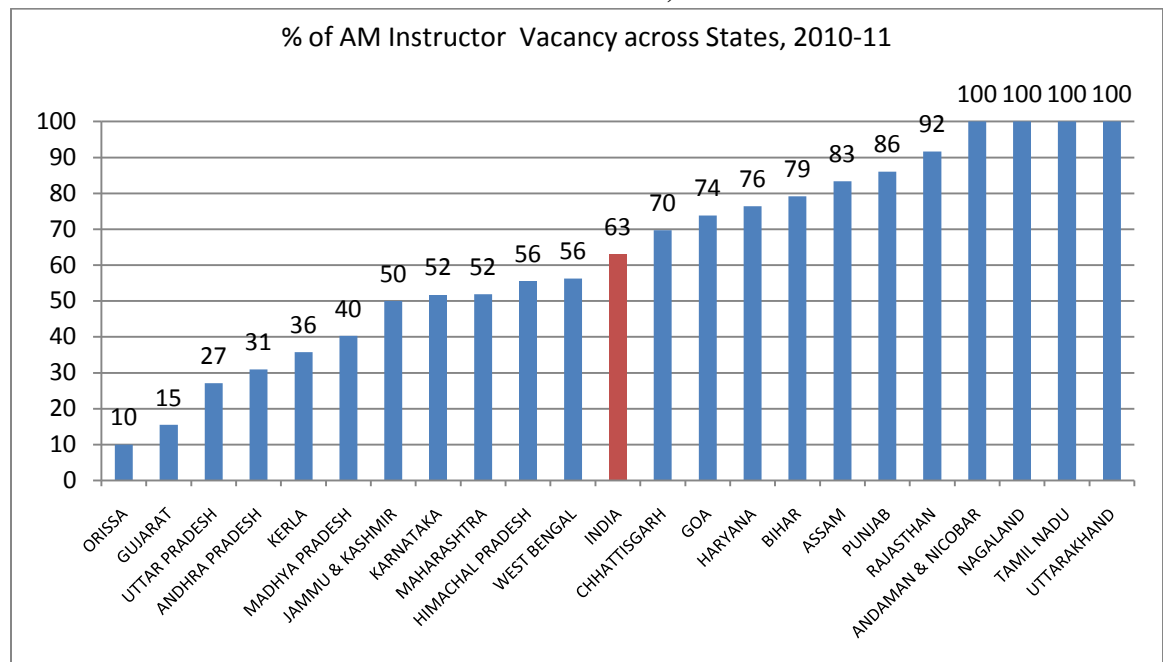


*Change is calculated as difference in percentage points between the 1st JRM (2006-07, 2007-08 and 2008-09 Project ITIs) and Mid-Term values

Centre of Excellence (COE) Instructors

- iv. Almost all COEs report having 100% of the required BBBT instructors in their COEs.
- v. The extent of unfilled AM instructors posts across project COEs in India is 63%. Orissa does the best in terms of having AM instructors (90%) while Rajasthan, Tamil Nadu and Uttarakhand (100%) do the worst.
- vi. Shortfall in AM instructors in COEs is due to a cluster of reasons: (a) delays in creating AM instructor positions, (b) delays in changing recruitment rules for hiring AM instructors with their higher qualifications, and (c) delays in hiring AM instructors and (e) instructors to be hired when the first batch students enroll in AM (for COEs that did not admit students despite having entered the project and new COEs such as those entering the project in 2009-10).

**Figure 9: Advance Modules Instructor Vacancy,
States and Union Territories of India, 2010-11**



Full-time Principals in Position

- vii. Based on data provided by 377 ITIs, there has been an increase in the percentage of ITIs with full-time Principals in position from 91% to 96% between the first JRM and the Mid-Term.

Table 1: Status of Full-time Principals across Joint Review Missions by State/UT

State	1st JRM*		Mid-Term		No. of Principals positions filled between 1 st JRM and now	Current Deficit
	# ITIs	# Principals	# ITIs	# Principals		
Andhra Pradesh	19	17	25	23	6	2
Arunachal Pradesh			1	1		
Assam	7	4	7	6	2	1
Bihar			5	5		
Chattisgarh	10	10	18	16	6	2
Delhi	2	2				
Goa	7	6	7	6	0	1
Gujarat	29	27	29	29	2	
Haryana	11	11	16	16	5	
Himachal Pradesh			8	8		
Jammu & Kashmir	5	5	10	9	4	1
Karnataka	10	9	30	29	20	1
Kerala	1	0	7	7	7	
Lakswadeep	1	1	1	1	0	
Maharashtra	70	70	86	86	16	
Madhya Pradesh	16	16	28	27	11	1
Nagaland	1	1	1	1		
Orissa	9	8	8	6	-2	3**
Puducherry			1	1		
Punjab	25	18	27	24	6	3
Rajasthan			10	10		
Tamil Nadu	14	9	17	16	7	1
Tripura	1	1				
Daman & Diu	1	1				
Uttar Pradesh	7	7	16	15	8	1
Uttarakhand			10	10		
West Bengal	9	9	9	9		
Total	255	232	377	361		
%		91%		96%		

*Includes 2006-07, 2007-08, 2008-09 Project ITIs

Training of Contract Instructors

- i. Many institutions have appointed instructors hired on a contractual basis to teach the basic, and especially the advanced modules.
- ii. At the time the project started most states did not have a policy for sending contract instructors for training. Also, these instructors were paid very low salaries which made it difficult to attract instructors of requisite quality. Under VTIP, many states have introduced policies whereby contract instructors are sent for training and they have also raised contract instructors' salaries typically at the basic pay level of a new regular instructor for the position for which they are hired.

Table 2: State Policy for Contract Instructors Training

State/Union Territory	Send contractual staff on training
Andaman & Nicobar Islands	Yes
Andhra Pradesh	Yes
Arunachal Pradesh	Yes
Assam	No
Bihar	Yes
Chhattisgarh	-
Goa	No
Gujarat	No
Haryana	Yes
Himachal Pradesh	Yes
Jammu & Kashmir	No
Karnataka	-
Kerala	No
Madhya Pradesh	Yes
Maharashtra	Yes
Nagaland	No
Orissa	Yes
Punjab	Yes
Rajasthan	-
Tamil Nadu	No
Uttar Pradesh	Yes
Uttarakhand	Yes
West Bengal	Yes

VTIP: Mid-Term Review, January 2011

India

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	96	119	93	308
Upgrade only	4	31	57	92
Total	100	150	150	400

*23 ITI's have not reported information

Table 2: Baseline Academic Performance

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	87.5%	22%	78%	61%

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	103	99	107	108
BBBT Drop-out	18	21	19	17
BBBT Examined	81	86	81	75
BBBT Passed	65	65	68	-
AM Transition	92	86	84	-
AM Drop-out	7	8	8	-
AM Examined	93	91	92	-
AM Passed	85	82	81	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06	2006-07	2007-08	2008-09	2009-10
COE Employment Rate					
COE Average Monthly Salary (Rs)					
CTS Employment Rate	32%				
CTS Average Monthly Salary (Rs)	2421				

VTIP: Mid-Term Review, January 2011

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	90%
BBBT (%)	90%
Regular (%)	59%
Contract (%)	31%
AM (%)	46%
Regular (%)	33%
Contract (%)	16%
CTS (%)	92%
Regular (%)	82%
Contract (%)	10%

Table 6: Specialized Modules

% ITIs reporting SM trainees being placed	60%
% ITIs reporting Joint certification of SM trainees	50%
% ITIs reporting Certificate recognized by employers	50%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	4158(362)
Short-term	3159
Long-term	999
ATI/Other DGET	
No. of ITIs sending contract instructors for training (% ITI)	362 (70%)
Average Contract Instructor Monthly Salary	R s 8400 pm
Duration of contract	On an average 11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	95%
Principal with Additional Charge	5%
Empowered as per MOU	95%
Award contracts up to Rs. 9 Lakhs	95%
Frequency of IMC meetings	Once a month-30% Quarterly -60% Half yearly-10%
Average attendance by private sector members in an IMC meeting	< 50% – 10% 50-75%- 70% >75%- 20%
TCPC Established	90%
TCPO in-charge	10%
Trainee data-base exists	90%
Data-base shared with employers/industry	90%
Computerized Employment Record	90%

VTIP: Mid-Term Review, January 2011

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	10%	20%	70%
AM Equipment	20%	30%	50%
	Under Construction		
BBBT Civil Works	40%		
AM Civil Works	60%		

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	11	10	10	10
BBBT Drop-out	22	22	26	26
BBBT Examined	81	85	84	84
BBBT Passed	71	69	68	-
AM Transition	84	95	92	-
AM Drop-out	9	9	10	-
AM Examined	98	93	81	-
AM Passed	92	87	81	-
SM Transition	-	-	-	-

Table 11: SC Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	18	19	21	21
BBBT Drop-out	21	21	23	23
BBBT Examined	78	87	78	75
BBBT Passed	76	63	69	-
AM Transition	98	100	83	-
AM Drop-out	8	10	12	-
AM Examined	92	89	92	-
AM Passed	84	83	83	-
SM Transition	-	-	-	-

Table 12: ST Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	10	7	8	8
BBBT Drop-out	28	25	33	29
BBBT Examined	77	80	79	69
BBBT Passed	70	64	67	-
AM Transition	86	88	76	-
AM Drop-out	9	12	18	-
AM Examined	92	91	93	-
AM Passed	80	99	96	-
SM Transition	-	-	-	-

VTIP: Mid-Term Review, January 2011

Table 13: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	175	300	100	70
Distributed on time	Y	Y	Y	Y

Table 14: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	90
Campus EMF Plan exists	90
Problems with EMF implementation	40

Progress Highlights and Implementation Issues

1. Admissions in BBBT have been satisfactory.
2. Drop-out rate have been on an average 17-18% which after taking the supernumerary seats into account has resulted in an admission to sanctioned seat ratio of 85% on an average.
3. The share of students taking the BBBT exam has averaged 80% and pass-rate has increased marginally to 68% from 65% in the first 2 years.
4. The transition rate to AM from BBBT is satisfactory, and once students enter AM courses, the drop-out is low, and students tend to complete the course and take the test.
5. Girls as a share of all enrollment in BBBT has averaged at 10% and drop-out is higher than average at 25-26%. Their academic performance is similar to the overall group of trainees.
6. For SC and ST students too, the drop-out rates are higher than average but other aspects of academic performance is similar to the overall group of trainees.
7. Only 60% ITIs report any SM placement.
8. Instructors in position are at 90% overall. The largest shortfall is for the AM instructors where only half are currently in position.
9. From the data reported by 362 ITIs, 4159 instructors have been trained under the project so far. The number of instructors trained under the project is larger as xx instructors from non-project ITIs have also been trained under the project.
10. Most states allow contract instructors to be trained under the project.
11. Salaries of contract instructors have been increased by many states to be equivalent to the basic salary of the equivalent instructor. The average reported by project ITIs is Rs 8400 per month.
12. All institutional reforms and activities have been successfully initiated by project ITIs and their sustainability has shown high stability through the project period so far.
13. Most ITIs have are nearing completion of acquisition of BBBT equipment. 80% ITIs have 50% or more AM equipment in place.
14. 90% ITIs report having appointed an EMF coordinator, though 40% report some issues with implementation.
15. While ITIs on average report distributing stipends to girls/SC/ST/OBC on time, most states have not increased the stipends amount.

VTIP: Mid-Term Review-State Report Card

ANDHRA PRADESH

Financial Progress

(Amt. in Rs. lacs)

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
6567.86	5200.67	6934.23	Nil	1367.19	79%

IUFR Expenditure Central & State share: 3764.38 (54%)

Good Practices:

1. More than 100 Industries have been identified for placing SM trainees and more than 90% of eligible SM trainees have been placed in these Industries.
2. The stipend for SC/ST and minorities has increased from Rs 270 pm to Rs 325 pm during the project period. Hostel accommodation for girls is provided in many ITIs.
3. National Academy of Construction, Hyderabad is appointed for quality monitoring of civil works and implementation of Environmental Management Framework (EMF).

Progress Highlights

1. BBBT enrolment has been satisfactory. BBBT drop-outs increased over time but have declined significantly for the current batch. BBBT examined rates have fallen but pass-rates have improved and are now above 80% from 41% in 2006-07.
2. Transition to Advanced Module (AM) is above 90%. Few trainees drop-out once they reach AM and tend to take the examinations with over 90% pass-rate.
3. Instructor position in the state is good. There is 15% Instructor vacancy which has come down from 50% at the beginning of the project.
4. Contract instructors are sent for training.
5. Contract instructor's salary has increased to Rs. 10000 pm from Rs. 6200 per month during the project.
6. 125 Instructors have received short term training and 50 Instructors have received long term training during the project.

Key Issues

7. Low utilization of funds.
8. Vacant posts of Principal and Instructors to be filled up.

VTIP: Mid-Term Review-State Report Card

9. Website yet to be developed for all ITIs.
10. A quarter of ITIs still have to purchase 75% or more BBBT and AM equipment. 21 ITIs will complete their civil works by March 2011.

Table 1: Year of joining the project

No. of ITI	2006-07	2007-08	2008-09	Total
COE only	2	1	3	6
COE + Upgrade	3	6	6	15
Upgrade only	0	1	3	4
Total	5	8	12	25

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline Study conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	120	116	116	111
BBBT Drop-out	27	23	31	16
BBBT Examined	73	76	66	-
BBBT Passed	41	67	82	-
AM Transition	98	91	95	-
AM Drop-out	6	5	6	-
AM Examined	96	97	-	-
AM Passed	72	93	-	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	42%			
CTS Average Monthly Salary (Rs)	1724			

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	98%
BBBT (%)	100%
Regular (%)	64%
Contract (%)	36%
AM (%)	100%
Regular (%)	27%
Contract (%)	73%
CTS (%)	98%
Regular (%)	57%
Contract (%)	41%

Table 6: Specialized Modules

SM trainees being placed	95%
Joint certification of SM trainees	90%
Certificate recognized by employers	68%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	103
Short-term	82
Long-term	21
No. of ITIs sending contract instructors for training (% ITI)	80%
Average Contract Instructor Monthly Salary	Rs 6200
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month – 53% Once a quarter – 47%
Average attendance by private sector members in an IMC meeting	< 50% – 17% 50-75%- 50% >75%- 33%
TCPC Established	100%
TCPO in-charge	100%
Trainee data-base exists	96%
Data-base shared with employers/industry	96%
Computerized Employment Record	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	20	30	50
AM Equipment	24	41	35

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	6	4	8	2
BBBT Drop-out	-	29	81	100
BBBT Examined	100	85	70	-
BBBT Passed	83	93	100	-
AM Transition	-	100	100	-
AM Drop-out	17	100	33	-
AM Examined	87	83	100	-
AM Passed	100	100	96	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	276	285	230	101
Distributed on time	Yes	Yes	Yes	Yes
Increased	Yes	Yes	Yes	Yes

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	91%
Campus EMF Plan exists	83%
Problems with EMF implementation	48%

VTIP: Mid-Term Review-State Report Card

Assam

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
2281.24	1634.62	1816.25	Nil	646.62	72%

IUFR Expenditure Central & State share: 1496.98 (82%)

Good Practices:

1. Some good practices have been initiated in Gawahati ITI such as solar lighting in the ITI, job melas involving NRI's in which 78 out of the 300 eligible candidates were placed in Dubai.

Progress Highlights :

1. There is no vacancy for CTS Instructors
2. The contractual staff salary is Rs 10,000 pm which has been increased during the project.
3. 171 Instructors have received training during the last 3 years
4. The EMF is well understood by ITIs.

Key Issues:

5. The state is yet to sanction 42 AM Instructor positions. Only 9 AM Instructors have been hired on contract basis.
6. The state does not permit contract staff to train outside the state
7. None of the ITI has been able to identify industries for SM training.
8. None of the ITI's has procured full BBBT equipment so far. Given the lag and the delay in fund release, it is unlikely that any of the ITI will be able to apply for affiliation by June 2011.
9. No expenditure has been made in the last 3 quarters as of January 2011.
10. The progress of civil works continues to be slow. 3 ITIs are yet to award contract of works.

VTIP: Mid-Term Review-State Report Card

Table 1 :Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	2009-10	Total
COE + Upgrade	4	3	0	0	7
Upgrade only	0	0	0	0	0
Total	4	3	0	0	0

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate

Based on baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	86	111	116	93
BBBT Drop-out	8	11	16	25
BBBT Examined	92	89	88	79
BBBT Passed	58	79	61	
AM Transition	-	38	18	
AM Drop-out	-	19	19	
AM Examined	-	81	81	
AM Passed	-	-	96	
SM Transition	-	-	-	

Table 4: Labor Market Performance*

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)			5500	
CTS Employment Rate			50%	49%
CTS Average Monthly Salary (Rs)	1898		4000	

*Based on Tracer Study

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructors in position in ITIs (%)	83%
BBBT (%)	24%
Regular (%)	
Contract (%)	
AM (%)	16%
Regular (%)	
Contract (%)	
CTS (%)	100%
Regular (%)	
Contract (%)	

Table 6: Advanced and Specialized Modules

Average Number of AM:	3 (all)
SM trainees being placed	0%
Joint certification of SM trainees	0%
Certificate recognized by employers	0%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	7
Short-term	171
Long-term	
Percent of ITIs sending contract instructors for training (% ITI)	0
Average Contract Instructor Monthly Salary	Rs 10000
Duration of contract	12 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	86%
Principal with Additional Charge	
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a quarter: 100%
Average attendance by private sector members in an IMC meeting	50% - 75%: 100%
TCPC Established	100%
TCPO in-charge	100%
TCPO trained	0%
Trainee data-base exists	80 %
Data-base shared with employers/industry	100%
Computerized Employment Record	85%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	15	75
AM Equipment	40	60	0

Table 8: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	3	4	18	19
BBBT Drop-out	-	.	20	43
BBBT Examined	83	100	87	82
BBBT Passed	62	100	55	62
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	200	200	-	-
Distributed on time	No	No	-	-
Increased	-	-	-	-

Table 12: Environmental Management Framework

Coordinator for Civil Works and Environment exists	Yes
Coordinator understands EMF issues	Yes
Campus EMF Plan exists	Yes
Problems with EMF implementation	No

VTIP: Mid-Term Review-State Report Card

Bihar

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
2174.74	1212.69	1616.92	NIL	962.05	58%

IUFR Expenditure Central & State Share :- 728.88 (45%)

Good Practices:

Progress Highlights:

1. The state has recently appointed 520 Instructors (282 regular+ 238 on contract) at an enhanced salary of Rs 18500 pm (from rs 6000 pm).
2. 96 BBBT and AM positions have also been sanctioned and approved by cabinet. AM recruitment rules have been amended
3. 30 New Principals have also been recruited to fill large vacancies.
4. Principals have been empowered to spend upto Rs 9 lakhs at their level as per the MOU as the earlier process of procurement would take a long time as the purchase committee was headed by the DM.
5. The SPIU has also completed the verification of equipment in the ITIs under the newly reconstituted IMC.

Key Issues:

1. BBBT enrolment is declining and no improvement in retention. Pass-rates seem to be improving but data incomplete.
2. The procurement of BBBT and AM equipment is only about 50% . The state has requested for revalidation of funds to move quickly on procurement of rest of the goods and equipment.
3. .Civil Works progress slow. 3 ITI's namely Darbhanga, Sitamarhi and Forbesganj, are yet to start construction. The funds are lying unused with PWD for over a year in the case of these 3 ITIs. Only in 1 ITI's namely Bhagalpur, the construction for BBBT workshop is completed. In the remaining 4 ITI's, the construction is likely to be completed by December 2011.

VTIP: Mid-Term Review-State Report Card

4. Admission in 2 ITI's namely, Sitamarhi and Forbesganj, has yet to begin. The state has revised the IDP of Sitamarhi in favour of UPG and sent to DGET which is yet to be approved.
5. The state has made an expenditure of about 52%. As large amounts on account of advances to PWD has been lying unused for more than an year, the state will request the center for revalidation of funds. Audit observations to the tune of Rs 15lakhs for 2007-08 and Rs 4 lakh for 2008-09 are yet to be resolved by the state.

Table 1 :Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE only	0	1	0	1
COE + Upgrade	2	3	2	7
Upgrade only	0	0	0	0
Total	2	4	2	8

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	78%	17%	87%	84%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	95	78	79	30
BBBT Drop-out	9	20	20	-
BBBT Examined	91	80	75	-
BBBT Passed	51	95	-	-
AM Transition	86	97	79	-
AM Drop-out	7	17	34	-
AM Examined	93	83	85	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	9%			
CTS Average Monthly Salary (Rs)	Rs 1898			

Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	46%
BBBT (%)	63%
Regular (%)	50%
Contract (%)	13%
AM (%)	21%
Regular (%)	13%
Contract (%)	8%
CTS (%)	53%
Regular (%)	45%
Contract (%)	8%

Table 6: Specialized Modules

SM trainees being placed	25%
Joint certification of SM trainees	0%
Certificate recognized by employers	20%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	
Short-term	0
Long-term	0
No. of ITIs sending contract instructors for training (% ITI)	
Average Contract Instructor Monthly Salary	Rs 6000
Duration of contract	

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a quarter – 100%
Average attendance by private sector members in an IMC meeting	< 50% - 20% 50%-75% - 80%
TCPC Established	100%
TCPO in-charge	100%
TCPO trained	80%
Trainee data-base exists	100%
Data-base shared with employers/industry	80%
Computerized employed records	-

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	50%	50%	-
AM Equipment	50%	50%	-

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	1	1	2	6
BBBT Drop-out	9	32	49	40
BBBT Examined	95	84	71	-
BBBT Passed	85	99	86	-
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	100	100	100	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	150	150	150	150
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	0
Problems with EMF implementation	60%

VTIP: Mid-Term Review-State Report Card

Chhattisgarh

Financial Progress				Rs in lakhs	
Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share)	Central share released / Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
3863.88	2991.82	3989.10	0	872.06	77%

IUFR Expenditure Central & State share: 2301.88 (58%)

Good Practices:

Progress Highlights:

1. Overall only 15% instructor positions are vacant. Although all AM instructors are in position, most are guest faculty.
2. Contract instructors are sent for training out of state.
3. Salary for contract faculty increased to Rs 12000 pm.
4. 10% of project ITIs have Principals with additional charge.
5. TCPC is established in all project ITIs and maintain computerized data base. Other institutional reforms also seem satisfactory.
6. 120 Instructors received short term training and 12 Instructors received long term training during 2007-08 and 2009-10.
7. In 10 ITIs, construction is likely to be completed by December 2011.

Key Issues:-

1. BBBT enrolment is satisfactory but pass rate is low and drop-out remains high at 25%.
2. Low SM placement in all COEs
3. Most COEs are yet to purchase more BBBT and AM equipment. The state has been unable to procure machines and equipment for majority of the ITIs
4. In 3 ITIs (Bilha, Keshkal and Khamariya), administrative approval has been granted, however, **contract has not been awarded to any construction agency. In 2 ITIs (Dongargarh and Kankner), the administrative approval for starting civil works is not granted.**
5. Low Expenditure.
6. Audit disallowance of Rs. 141.08 lakhs during FY 07-08 and Rs. 1.41 lakhs during FY 08-09 is yet to be resolved with State AG.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	3	6	1	10
Upgrade only	1	0	7	8
Total	4	6	8	18

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline study conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	100	101	95	90
BBBT Drop-out	26	25	25	24
BBBT Examined	72	82	76	.
BBBT Passed	8	44	20	-
AM Transition	86	93	90	-
AM Drop-out	10	15	11	-
AM Examined	72	88	89	-
AM Passed	75	58	83	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		4080	3970	4860
CTS Employment Rate	13%			
CTS Average Monthly Salary (Rs)	Rs 1700	3655	4570	4653

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	89%
BBBT (%)	98%
Regular	3%
Contract	95%
AM (%)	82%
Regular (%)	8%
Contract (%)	73%
CTS (%)	88%
Regular (%)	32%
Contract	56%

Table 6: Specialized Modules

SM trainees being placed	11%
Joint certification of SM trainees	11%
Certificate recognized by employers	11%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	73
Short-term	64
Long-term	9
No. of ITIs sending contract instructors for training (% ITI)	Not all
Average Contract Instructor Monthly Salary	Rs 9200
Duration of contract	12 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	90%
Principal with Additional Charge	10%
Principal Empowered as per MOU	90%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month – 12.5% Once a quarter – 62.5% Twice in a year - 13%
Average attendance by private sector members in an IMC meeting	< 50% – 17% 50-75%- 50% >75%- 33%
TCPC Established	83%
TCPO in-charge	67%
Trainee data-base exists	33%
Data-base shared with employers/industry	33%
Computerized Employment Record	36%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	56	33	11
AM Equipment	86	0	14

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	12	38	13	21
BBBT Drop-out	16	18	20	18
BBBT Examined	76	82	84	-
BBBT Passed	20	62	68	-
AM Transition	100	92	93	-
AM Drop-out	20	22	16	-
AM Examined	90	81	87	-
AM Passed	71	78	83	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	146	186	145	146
Distributed on time	Yes	Yes	Yes	Yes
Inreased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	88%
Campus EMF Plan exists	94%
Problems with EMF implementation	53%

VTIP: Mid-Term Review-State Report Card

Goa

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
1859.39	1512.44	2028.59	22	324.95	83%

IUFR Expenditure Central & State Share: 1022.38 (50%)

Good Practices:

1. The state is able to place over 80% of its trainees in SM.
2. Labor market in Goa is very active, and both the CTS and COE trainees have higher employment and wage rates compared to the base-line (provided by the state as it was not covered in the original tracer-study).

Progress Highlights:

1. The state's academic progress has been satisfactory over the entire project period
2. Transition to AM is about 70%. Examination and pass-rates in AM are very high.
3. Girls and SC participation is high in the state.
4. Instructor vacancy is low in project ITIs except for AM where only half the instructors are in position.
5. Institutional reforms in the state are satisfactory.
6. 67% and 50% COEs report purchase of BBBT and AM equipment respectively
7. EMF is being properly implemented in all project ITIs.

Key Issues:

1. CW progress is unsatisfactory- In 2 ITIs CWs is under construction and in 5 ITIs work is yet to start.
2. Procurement of equipment is less than 50% in 4 ITIs.
3. Unspent balance available with the state to the tune of Rs. 987 Lakh (Including State Share).
4. 5 ITIs are yet to start AM in the institute as all AM positions are lying vacant in these ITIs.
5. One post of Principal is lying vacant.
6. Low expenditure out of allocation

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	1	1	5	7
Upgrade only	0	0	0	0
Total	1	1	5	7

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	100%	12%	87%	71%

*Based on Baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	91	79	139	168
BBBT Drop-out	16	25	12	19
BBBT Examined	84	75	88	80
BBBT Passed	83	81	67	73
AM Transition	83	73	67	57
AM Drop-out	3	0	0	-
AM Examined	97	100	100	-
AM Passed	87	88	100	-
SM Transition	87	88	99	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)	--	--	4000	4500
CTS Employment Rate	75%	75%	80%	80%
CTS Average Monthly Salary (Rs)	1800	2500	3000	4500

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	88%
BBBT (%)	90%
Regular (%)	31%
Contract (%)	58%
AM (%)	37%
Regular (%)	12%
Contract (%)	25%
CTS (%)	97%
Regular (%)	62%
Contract (%)	35%

Table 6: Specialized Modules

SM trainees being placed	100%
Joint certification of SM trainees	100%
Certificate recognized by employers	100%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	78
Short-term	44
Long-term	34
Percent of ITIs sending contract instructors for training (% ITI)	15%
Average Contract Instructor Monthly Salary	Rs 10000
Duration of contract	12 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	86%
Principal with Additional Charge	14%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a quarter: 100%
Average attendance by private sector members in an IMC meeting	50% - 75%: 100%
TCPC Established	100%
TCPO in-charge	100%
TCPO trained	0%
Trainee data-base exists	80 %
Data-base shared with employers/industry	100%
Computerized Employment Record	75%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	67%	-	33%
AM Equipment	50%	-	50%

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	22	19	30	34
BBBT Drop-out	5	37	17	26
BBBT Examined	95	63	83	76
BBBT Passed	95	83	40	69
AM Transition	95	42	40	69
AM Drop-out	-	0	-	-
AM Examined	100	100	100	-
AM Passed	100	100	100	-
SM Transition	100	100	100	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	250	250	-	-
Distributed on time	Yes	Yes	-	-
Increased	No	No	-	-

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	43%
Campus EMF Plan exists	71%
Problems with EMF implementation	29%

VTIP: Mid-Term Review-State Report Card

Gujarat

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
8769.62	6917.111	9222.82	403	1449.50	84%

IUFR Expenditure Central & State Share : 8514.05 (92%)

Good Practice:

1. Website developed in all 29 CoEs.
2. All ITI's have a Placement Advisory Bureau
3. Many ITI's have set up English Language Lab as part of soft skills development program
4. All ITI's have received ISO Certification.
5. Environmental Management Framework (EMF) is being implemented in all ITIs.
6. AM workshops lay out is exemplary.

Progress Highlights:

1. Academic progress in BBBT is very good.
2. Almost all COEs report being able to place SM trainees.
3. State has filled almost all instructor positions in all project ITIs.
4. 800 Instructors have received short term training and 160 Instructors have received long term training from 2007-08 to 2009-10.
5. Contract faculty salary has been increased from Rs 4500 pm to Rs 9000 pm during the project period.
6. State has utilized 84% of the funds released and its progress has been on track.
7. Contract instructors get Rs. 9000 per month as salary. The state has sent nearly 900 instructors for training under VTIP.
8. Most COEs have more than 50% of BBBT and AM equipment.
9. The state has established a very strong TCPC structure.
10. Quality of construction is generally good in all the ITI's. EMF is well understood and followed in all CW activities.

Key Issues:

1. CW in 04 ITIs yet to be completed.
2. 5 Principal positions were vacant as on January 2011.
3. Girls have almost non-existent participation in COEs.
4. Few ITIs report sending contract instructors for training.

VTIP: Mid-Term Review-State Report Card

Table 1:Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	15	13	0	28
Upgrade only	0	1	0	1
Total	15	14	0	29

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

* Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	94	94	97	99
BBBT Drop-out	13	15	13	14
BBBT Examined	87	85	86	33
BBBT Passed	92	85	90	-
AM Transition	95	81	69	-
AM Drop-out	6	10	12	-
AM Examined	94	89	89	-
AM Passed	92	94	92	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		3000	3500	4000
CTS Employment Rate	39%			
CTS Average Monthly Salary (Rs)	Rs 1953	2800	3200	3700

* Based on Tracer Study conducted in 2005-06

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	98%
BBBT (%)	98%
Regular (%)	75%
Contract (%)	23%
AM (%)	98%
Regular (%)	42%
Contract (%)	56%
CTS (%)	98%
Regular (%)	67%
Contract (%)	31%

Table 6: Specialized Modules

SM trainees being placed	93%
Joint certification of SM trainees	86%
Certificate recognized by employers	86%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	894
Short-term	741
Long-term	153
No. of ITIs sending contract instructors for training (% ITI)	4%
Average Contract Instructor Monthly Salary	Rs 9000
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0
Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month – 35% Once a quarter – 65%
Average attendance by private sector members in an IMC meeting	< 50% – 3.7% 50-75%- 77.8% >75%- 18.5%
TCPC Established	100%
TCPO in-charge	100%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Computerized Employment Record	100%

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	4	22	74
AM Equipment	19	30	51

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	1	1	1	1
BBBT Drop-out	8	62	13	3
BBBT Examined	92	39	77	-
BBBT Passed	100	100	100	-
AM Transition	33	180	41	-
AM Drop-out	0	0	0	-
AM Examined	100	22	100	-
AM Passed	100	100	92	-
SM Transition	-	-	-	-

VTIP: Mid-Term Review-State Report Card

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	200	200	200	193
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	100%
Problems with EMF implementation	34%

VTIP: Mid-Term Review-State Report Card

HARYANA

Financial Progress

Rs in lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
3894.44	2806.72	3742.29	306	781.72	80%

IUFR Expenditure Central & State Share: 3037.36 (81%)

Good Practices:

Progress Highlights :

1. Of the 430 positions in the beginning of the project, 299 positions have been filled so far.
2. All AM positions have been sanctioned and AM recruitment rules have been amended.
3. Contract faculty remuneration has been increased from Rs 4500 pm to Rs 12500 pm.
4. All principal positions are filled with regular full time principals.
5. Annual training plan is prepared every year at ITI level and collated at state level. The training plan for 2010-11 has been submitted to AHI.
6. 115 Instructors have received Short Term training in the last 3 years and 7 have received long term training.
7. 30 TCPCs established in the last 1 year. . Many activities have been taken up by the TCPCs – job melas, motivation camps, skill gap mapping, database of trainees, industry survey etc.

Key Issues:

1. SM transition rate very low at 25% .
2. Demand for COE has not increased over the last 1 year.
3. Large number of Instructors is yet to be trained.
4. IMCs are not very active in participating in ITI activities.
5. Very low stipend for SCs . No effort has been made to increase it.
6. ITI website not yet developed. Disclosure management is therefore partial (Information relating to physical and financial progress of contract awarded not on website.)
7. Civil works progress not satisfactory- in 5 ITIs CW is 10% complete, in 5 ITIs 40% Complete.
8. Procurement of Equipment is lagging in many ITIs.
9. 50% of the AM positions are vacant.
10. Very few girls take admission in the ITIs, 2 Women ITI have very low BBBT admission rate (40%) .Stipend for girls is a paltry sum of Rs 50 pm
11. The stipend for disadvantaged students is very low at Rs 200 per month.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	5	6	1	12
Upgrade only	0	0	4	4
Total	5	6	5	16

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	105%	30%	70%	60%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	118	94	114	119
BBBT Drop-out	28	66	32	26
BBBT Examined	72	125	64	65
BBBT Passed	79	78	73	-
AM Transition	95	61	76	-
AM Drop-out	4	5	6	-
AM Examined	96	80	95	-
AM Passed	96	91	96	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	33%			
CTS Average Monthly Salary (Rs)				

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	77%
BBBT (%)	76%
Regular (%)	14%
Contract (%)	63%
AM (%)	22%
Regular (%)	4%
Contract (%)	18%
CTS (%)	86%
Regular (%)	62%
Contract (%)	24%

Table 6: Specialized Modules

SM trainees being placed	92%
Joint certification of SM trainees	92%
Certificate recognized by employers	92%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	122
Short-term	115
Long-term	7
No. of ITIs sending contract instructors for training (% ITI)	94%
Average Contract Instructor Monthly Salary	Rs 12500
Duration of contract	

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	
Principal Empowered as per MOU	94%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	<50% :28% 50%-75%: 72%
Average attendance by private sector members in an IMC meeting	Once a month: 7% Once a quarter: 67% Twice a year: 26%
TCPC Established	100%
TCPO in-charge	94%
TCPO trained	44%
Trainee data-base exists	81%
Data-base shared with employers/industry	81%
Computerized Employment records	93%

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	-	25%	75%
AM Equipment	33%	17%	50%

VTIP: Mid-Term Review-State Report Card

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	0	6	5	8
BBBT Drop-out	-	10	28	22
BBBT Examined	-	90	86	-
BBBT Passed	-	48	71	-
AM Transition	-	48	-	-
AM Drop-out	-	0	-	-
AM Examined	-	96	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	200	45	28	50
Distributed on time	Yes	Yes	Yes	Yes
Increases	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	81%
Problems with EMF implementation	44%

VTIP: Mid-Term Review-State Report Card

HIMACHAL PRADESH

Financial progress

Rs in lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Pr op. under process during FY 11-12	Balance Central Share to be released	% of amount released
2567.23	2270.739	3027.65	NIL	296.49	88%

IUFR Expenditure Central & State Share: 2798.06 (92%)

Good Practices:

1. IMC have been given responsibilities to assess emerging skill requirements, review training needs and approve training of Instructors, make recommendations to the State Govt. on the funds provided by it to the ITI etc.

Progress Highlights:

2. There is no Instructor vacancy in the state. More than 50% vacant positions have been filled by contract faculty.
3. AM recruitment rules have been amended.
4. Remuneration to contract instructors has been increased to Rs 14000 during the project period.
5. 85 Instructors have received short term training during the project. Training plan has been prepared for the year 2010-11

Key Issues:

6. Civil works completed only in 1 ITI. CW in 3 ITIs not yet started and CW incomplete in 6 ITIs.
7. No CW & Procurement of Equipment in ITI Rong Tong.
8. Most of the ITI's not conducting SM training.
9. ITI website not yet developed.
10. 21 AM positions have been sanctioned instead of 42 positions.
11. No Instructor has received any long term training in the project.
12. Many Principals are yet to be empowered as per the MOU
13. No steps have been taken to increase the stipend to SC/ST/OBC and poor.
14. Institutional reforms are satisfactory. Though all Principals report being empowered; only 62% say that they actually award contracts up to Rs 9 lakhs.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	1	6	0	7
Upgrade only	0	1	3	4
Total	1	7	3	11

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	100%	4%	93%	61%

* Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	-	-	108	101
BBBT Drop-out	-	-	6	3
BBBT Examined	-	-	94	97
BBBT Passed	-	-	19	-
AM Transition	-	-	87	-
AM Drop-out	-	-	2	-
AM Examined	-	-	100	-
AM Passed	-	-	42	-
SM Transition	-	-		

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	40%			
CTS Average Monthly Salary (Rs)	Rs 2916			

* Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	100%
BBBT (%)	100%
Regular (%)	11%
Contract (%)	89%
AM (%)	100%
Regular (%)	0
Contract (%)	100%
CTS (%)	100%
Regular (%)	36%
Contract (%)	64%

Table 6: Specialized Modules

SM trainees being placed	83%
Joint certification of SM trainees	83%
Certificate recognized by employers	83%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	
Short-term	81
Long-term	0
No. of ITIs sending contract instructors for training (% ITI)	
Average Contract Instructor Monthly Salary	Rs 9190
Duration of contract	-

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	62%
Frequency of IMC meetings	Once a month – 25% Once a quarter – 75%
Average attendance by private sector members in an IMC meeting	<50% - 38% 50%-75% - 62%
TCPC Established	100%
TCPO in-charge	100%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Computerized Employment Record	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	14	86
AM Equipment	0	14	86

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	-	-	15	29
BBBT Drop-out	-	-	-	-
BBBT Examined	-	-	100	-
BBBT Passed	-	-	64	-
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	27	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	250	250	250	250
Distributed on time	No	No	No	No
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	100%
Problems with EMF implementation	13%

VTIP: Mid-Term Review-State Report Card

Jammu & Kashmir

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
1705.39	1027.00	1369.33	NIL	678.39	60%

IUFR Expenditure Central & State Share : 731.42 (53%)

Good Practices:

1. Maruti Suzuki India limited-Gurgaon has adopted ITI Srinagar for Automobile Sector, where in the company has agreed to:
 - Provide in plant training for the trainees and faculty.
 - Dissemination of good management practices to upgrade the skill of the trainees.
 - Bringing expert with hands-on experience from industry.

Key Issues:

1. BBBT enrolment satisfactory but drop-out rates are high and pass-rates are very low.
2. 4 ITIs have full time Principals. 3 ITI's have Principals with additional charge and 3 ITIs do not have Principal.
3. All COEs have less than 50% BBBT and AM equipment. SM training is yet to be conducted.
4. Expenditure has been very low. No expenditure made since October 2010.
5. Many Principals are holding additional charge in the state
6. 6 AM positions for each of the COE is yet to be sanctioned.
7. 30% Instructor position vacant since project beginning.
8. 5 ITI's will complete construction only in 2012.
9. Unspent amount of Rs 239 lakhs will need to be revalidated.

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE only	2	0	0	2
COE + Upgrade	0	1	0	1
Upgrade only	0	2	5	7
Total	2	3	5	10

VTIP: Mid-Term Review-State Report Card

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	59%	10%	98%	67%

*Based on Baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	109	108	105	111
BBBT Drop-out	30	32	37	30
BBBT Examined	70	68	61	-
BBBT Passed	10	18	22	-
AM Transition	54	60	75	-
AM Drop-out	-	-	-	-
AM Examined	100	100	100	-
AM Passed	76	-	97	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	35%			
CTS Average Monthly Salary (Rs)	Rs 2674			

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	89%
BBBT (%)	89%
Regular (%)	67%
Contract (%)	5%
AM (%)	100%
Regular (%)	33%
Contract (%)	67%
CTS (%)	98%
Regular (%)	57%
Contract (%)	8%

Table 6: Specialized Modules

SM trainees being placed	67%
Joint certification of SM trainees	0%
Certificate recognized by employers	0%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained Short-term Long-term	No information
No. of ITIs sending contract instructors for training (% ITI)	No information
Average Contract Instructor Monthly Salary	Rs 4000
Duration of contract	No information

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	90%
Principal with Additional Charge	-
Principal Empowered as per MOU	90%
Award contracts up to Rs. 9 Lakhs	90%
Frequency of IMC meetings	Once a month – 15% Once a quarter - 55% Twice a year – 30%
Average attendance by private sector members in an IMC meeting	<50% - 20% 50%-75% - 60% >75% - 20%
TCPC Established	40%
TCPO in-charge	20%
TCPO trained	20%
Trainee data-base exists	10%
Data-base shared with employers/industry	Inconsistent data
Maintain records of trainees employed	No data

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	100%	-	-
AM Equipment	100%	-	-

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	0	0	0	2
BBBT Drop-out	-	-	-	-
BBBT Examined	-	-	-	-
BBBT Passed	-	-	-	-
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

VTIP: Mid-Term Review-State Report Card

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	40	30	30	0
Distributed on time	Yes	Yes	Yes	-
Increased	Yes(100)	Yes(100)	No	-

Table 14: Environmental Management Framework

Aspect	% Yes
Coordinator for Civil Works and Environment exists	50%
Campus EMF Plan exists	30%
Problems with EMF implementation	30%

VTIP: Mid-Term Review-State Report Card

Karnataka

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
8362.49	6948.91	9265.21	271.42	1142.17	83%

IUFR Expenditure Central & State share: 6737.42 (73%)

Good Practices:

1. GO issued to recognize CoE trainees for recruitment in State/PSU/ Private sectors.
2. TCPC is doing a number of activities. Job melas are held in different parts of the State which has provided a platform to bring together the Employers/ industries and the trainees. Awareness campaigns included distribution of pamphlets containing highlights of CoE scheme including photographs of latest equipment procured for CoE.
3. Under EMF: 5-S training has been provided in all ITIs. Also, tree plantation in all ITIs was done through NSS program.

Progress Highlights

1. BBBT enrolment and retention is satisfactory. AM transition and retention is satisfactory but pass-rates can be improved.
2. Almost all COEs report placing trainees in Specialized Module.
3. 260 Instructors have received Shprt-term training and 60 trainees have received long-term training from 2007-08 to 2009-10
4. Girls, SC and ST have similar academic performance as others.
5. The state sends contract instructors for training, and their salary is Rs 8000 which is proposed to increase it to Rs 10000pm
6. Institutional reforms are satisfactory in the state.

Key Issues

1. BBBT pass-rates are very low and have not improved over time.
2. There is still 20% instructors vacancy overall. Most AM instructors are in position but a large share of them seems to be guest faculty.
3. Girls, SC and ST have high drop-out rates.
4. Low utilization of funds.
5. Civil work construction delayed in 15 ITIs and procurement of equipment delayed in 11 ITIs.
6. Audit disallowance of Rs. 1953.95 lakhs during FY 09-10 is yet to be resolved with State AG.
7. Vacant posts of Principal and Instructors to be filled up.

VTIP: Mid-Term Review-State Report Card

8. Website yet to be developed for all ITIs.
9. Contractual staff not permitted to go out of state for training

Table 1:Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE only	1	0	0	1
COE + Upgrade	5	10	14	29
Upgrade only	0	0	0	0
Total	6	10	14	30

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

* Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	102	85	104	106
BBBT Drop-out	18	21	25	23
BBBT Examined	80	78	75	64
BBBT Passed	33	20	22	-
AM Transition	97	96	93	-
AM Drop-out	5	4	6	-
AM Examined	95	97	93	-
AM Passed	66	57	64	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		3290	4115	4150
CTS Employment Rate	44%			
CTS Average Monthly Salary (Rs)	Rs 2209	3900	4200	4380

* Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	78%
BBBT (%)	88%
Regular (%)	36%
Contract (%)	52%
AM (%)	49%
Regular	20%
Contract	29%
CTS (%)	95%
Regular (%)	63%
Contract	32%

Table 6: Specialized Modules

SM trainees being placed	97%
Joint certification of SM trainees	76%
Certificate recognized by employers	82%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	297
Short-term	239
Long-term	58
No. of ITIs sending contract instructors for training (% ITI)	43%
Average Contract Instructor Monthly Salary	Rs 8000
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	97%
Principal with Additional Charge	0%
Empowered as per MOU	90%
Award contracts up to Rs. 9 Lakhs	97%
Frequency of IMC meetings	Once a quarter – 87% Twice in a year-13%
Average attendance by private sector members in an IMC meeting	< 50% – 18% 50-75%- 75% >75%- 7%
TCPC Established	100%
TCPO in-charge	97%
Trainee data-base exists	83%
Data-base shared with employers/industry	100%
Computerized Employment Record	86%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	7	30	63
AM Equipment	15	26	59

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	25	11	15	12
BBBT Drop-out	13	22	31	29
BBBT Examined	79	79	88	50
BBBT Passed	26	22	27	-
AM Transition	97	97	89	-
AM Drop-out	2	7	5	-
AM Examined	98	94	57	-
AM Passed	66	56	64	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	166	157	55	53
Distributed on time	Yes	Yes	Yes	Yes

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	87%
Campus EMF Plan exists	100%
Problems with EMF implementation	38%

VTIP: Mid-Term Review-State Report Card

Kerala

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share)	Central share released / Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
1828	1339.87	1786.49	188.1	300.03	84%

IUFR Expenditure Central & State share: 1593.83 (89%)

Good Practices:

Progress Highlights:

1. BBBT enrolment and retention satisfactory. AM academic progress is satisfactory.
2. 50% project ITIs have procured less than 50% BBBT equipment. Only 20% project ITIs have more than 75% AM equipment.
3. Only 1 project ITI has a Principal with additional charge.
4. Other institutional reforms satisfactory.
5. 95 % equipment procured & 84% civil work completed.

Important Issues:

1. BBBT pass-rates declining and low (46%).
2. 14% of ITI have principal with additional charge.
3. Majority of COE instructors in the state are hired on contractual basis.
4. 15% Instructors post vacant in BBBT & AM.
5. Many of the COEs are not placing SM trainees.
6. No state policy yet to send contract instructors for training who get only Rs 6500 monthly salary.

Table 1: Year of Joining the Project

VTIP: Mid-Term Review-State Report Card

No. of ITI	2006-07	2007-08	2008-09	Total
COE only	1	1	1	3
COE + Upgrade	2	0	2	4
Total	3	1	3	7

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	93%	85%	85%	69%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	107	106	115	122
BBBT Drop-out	14	16	19	11
BBBT Examined	86	84	76	-
BBBT Passed	100	64	41	-
AM Transition	95	100	94	-
AM Drop-out	-	2	7	-
AM Examined	100	98	93	-
AM Passed	99	81	76	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		3500	4100	4500
CTS Employment Rate	43%			
CTS Average Monthly Salary (Rs)	Rs 2744	3350	4000	5000

*Based on Tracer Study conducted in 2005-06

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	85%
BBBT (%)	65%
Regular (%)	23%
Contract (%)	45%
AM (%)	89%
Regular	23%
Contract	46%
CTS (%)	100%
Regular (%)	54%
Contract	46%

Table 6: Specialized Modules

SM trainees being placed	86%
Joint certification of SM trainees	57%
Certificate recognized by employers	43%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	90
Short-term	69
Long-term	21
No. of ITIs sending contract instructors for training (% ITI)	No state policy
Average Contract Instructor Monthly Salary	Rs 6500
Duration of contract	12 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	14%
Principal Empowered as per MOU	100%
Make small purchases up to Rs. 25000	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month: 20% Once a quarter: 80%
Average attendance by private sector members in an IMC meeting	< 50%: 14% 50%-75%: 28% >75%: 58%
TCPC Established	100%
TCPO in-charge	100%
TCPO trained	14%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Computerized Employment Records	

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	8%	40%	52%
AM Equipment	30%	48%	22%

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	45	25	34	33
BBBT Drop-out	36	25	15	4
BBBT Examined	64	77	84	-
BBBT Passed	99	45	46	-
AM Transition	97	105	99	-
AM Drop-out	-	-	3	-
AM Examined	100	100	100	-
AM Passed	91	71	76	-

VTIP: Mid-Term Review-State Report Card

SM Transition	-	-	-	-
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Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	330	330	50	50
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	71%
Problems with EMF implementation	57%

VTIP: Mid-Term Review-State Report Card

Madhya Pradesh

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share)	Central share released / Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
5757.48	4756.06	6341.41	283.96	717.46	84%

IUFR Expenditure Central & State share : 4567.42 (72%)

Good Practices:

1. Principals have been oriented on EMF. Project Haritima 2010 was undertaken in all CoE ITIs for plantation activities by students, faculty and IMCs.

Progress Highlights:

2. BBBT admissions increased from 98% to 113%.
3. SM training was provided to 50% for the 2008-09 batch of BBBT.
4. Overall instructor vacancy is about 7%
5. 174 Instructor positions were vacant in the beginning of the project which have been all been filled.
6. Institutional reforms in project ITIs are satisfactory.
7. State Directorate has proposed to the State Govt. to sanction additional manager posts to strengthen TCPCs.
8. Utilization of funds is satisfactory

Key Issues:

9. BBBT pass rate continues to be low.
10. High vacancy of AM Instructors.
11. 42% Principal positions are vacant.
12. The AM recruitment rules are yet to be amended
13. The contract faculty remuneration has not been increased and is quite low at Rs 7200 per month
14. Only about 140 Instructors have received training over the last 3 years.
15. Audit disallowance of Rs. 34.53 lakhs during FY 07-08. Needs to be resolved with State AG.

VTIP: Mid-Term Review-State Report Card

Table 1:Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	7	0	5	12
Upgrade only	0	4	12	16
Total	7	4	17	28

Table 2: Baseline Academic Performance

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	98	95	121	113
BBBT Drop-out	38	33	28	19
BBBT Examined	61	66	70	15
BBBT Passed	29	3	23	-
AM Transition	55	90	74	60
AM Drop-out	15	21	20	-
AM Examined	78	63	79	-
AM Passed	79	86	63	-
SM Transition	-	-	50	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09	2009-10
COE Average Monthly Salary (Rs)			3500	4000	
CTS Employment Rate	42%		39%	37%	
CTS Average Monthly Salary (Rs)	Rs 1724		4000	4000	

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	94%
BBBT (%)	100%
Regular (%)	58%
Contract (%)	42%
AM (%)	67%
Regular (%)	8%
Contract (%)	58%
CTS (%)	105%
Regular (%)	67%
Contract	37%

Table 6: Specialized Modules

SM trainees being placed	50%
Joint certification of SM trainees	67%
Certificate recognized by employers	75%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	137 (16)
Short-term	115
Long-term	22
No. of ITIs sending contract instructors for training (% ITI)	96%
Average Contract Instructor Monthly Salary	Rs 7200
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	96%
Principal with Additional Charge	4%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month – 24% Once a quarter – 63% Twice in a year-13%
Average attendance by private sector members in an IMC meeting	< 50% – 21% 50-75%- 64% >75%- 14%
TCPC Established	100%
TCPO in-charge	100%
Trainee data-base exists	100%
Data-base shared with employers/industry	93%
Computerized Employment Record	Not mentioned

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	25	75
AM Equipment	8	67	25

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	6	7	7	4
BBBT Drop-out	54	48	50	
BBBT Examined	62	91	68	-
BBBT Passed	37	36	-	-
AM Transition	78	85	-	-
AM Drop-out	50	59	59	-
AM Examined	100	70	50	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	338	342	89	0
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	100%
Problems with EMF implementation	100%

VTIP: Mid-Term Review-State Report Card

Maharashtra

No. of ITIs under the project: - 87

Financial Progress:

(Rs. in Lakh)

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till the end of FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
22143.59	18355.75	24474.33	2009.35	1778.49	92%

IUFR Expenditure (Central & State Share) : INR 24842.67 (101%)

Good Practices:

1. TCPCs are maintaining a computerized database on CTS and COE students. Data includes: information on trainees hired by local industries and arranging visits for trainees of both COE and CTS trades and instructors to industry etc.
2. The industry / Industry association are actively involved in the management of the ITI. 15 MOUs have been signed between industries and ITIs and 11 MOUs are underway.
3. Decentralized management and support system in the state is effective. There are six regional divisions with a separate officer in charge for each. This has allowed officers to visit ITIs frequently and monitor their progress.
4. Civil Works & EMF: Quality of construction is generally good in all the ITI's. Good coordination between the ITI principal and the PWD officials has helped timely completion and better quality. Review of quality of construction has been conducted by the Vigilance and Quality Control department of the PWD. The PWD and ITI staff is well aware of the EMF and are working well on its implementation. The fire extinguishers, first-aid boxes, plantation, disposal bins etc. have been noticed at most ITI's during review missions.
5. Contract instructors are sent for training and now receive a salary of Rs 15000 per month which has been increased from low Rs 5500 pm during the project period.

VTIP: Mid-Term Review-State Report Card

Progress Highlights

1. Overall performance in COE has been good and improving in the state since the project start. There has been a 16% increase in BBBT admissions from 2008-09 to 2009-10.
2. 60% of COEs report placing SM trainees in SM training and the rest 40% were placed under Apprenticeship training.
3. Overall 89% of instructors are in position and 100% of AM instructors are in position.
4. Most COEs have purchased more than 75% of BBBT and AM equipment.
5. Institutional reforms are satisfactory in project ITIs. TCPCs have been established in all ITIs, a TCPO designated, and 2 computers are provided. TCPO is given an honorarium ranging from Rs 1500 pm to Rs 2500 pm based on the trainee strength of the ITI.
6. There were 1900 instructors vacancies at the beginning of the project out of which 1847 positions have been filled.
7. Regular principals are in position in all ITIs without additional charge. All have been empowered as per the project guidelines.
8. Almost 70% of the Instructors in position have received training during the last 3 years. About 3600 Instructors have received Short term training and about 725 Instructors have received Long term training.

Key Issues

1. Civil Works is at tendering stage in 2 ITI's.
2. There is 45% vacancy of AM Instructors. Very few AM instructors had been sent for advanced modules training.
3. Female enrollment in ITIs is low. Few girls take admission in either CTS trades or COE, except in trades exclusively meant for girls or in COPA. The state has 22% reservation for girls in ITIs, but it has not been able to fill the seats.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of joining the project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	12	22	34	68
Upgrade only	3	8	7	18
Total	15	30	41	86

* Information on 1 ITI not available from PRFs

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

* Based on Baseline Study conducted in 2005-06 on CTS

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	112	103	115	120
BBBT Drop-out	12	9	10	-
BBBT Examined	88	91	90	-
BBBT Passed	75	70	75	-
AM Transition	94	93	83	-
AM Drop-out	1	3	5	-
AM Examined	99	97	94	-
AM Passed	86	76	81	-
SM Transition	82	68	90	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		Rs.3834	Rs.3640	Rs.4000
CTS Employment Rate	16%			
CTS Average Monthly Salary (Rs)	Rs2293	Rs.3000	Rs.3184	Rs.3534

* Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	(89%)
AM (%)	420(50%)
Regular	188
Contract	11 54
CTS (%)	1982(98%)
Regular (%)	1919
Contract	26

Table 6: Specialized Modules*

SM trainees being placed	100%
Joint certification of SM trainees	100%
Certificate recognized by employers	100%

***This information does not include trainees which go for training under Apprenticeship Act. Some of the eligible S.M. Trainees go for job training under Apprenticeship Act in the state.**

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	888(85)
Short-term	601
Long-term	287
No. of ITIs sending contract instructors for training (% ITI)	100%
Average Contract Instructor Monthly Salary	Rs. 15000
Duration of contract	11 months in a year

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month – 72% Once a quarter – 28%
Average attendance by private sector members in an IMC meeting	< 50% – 5% 50-75%- 74% >75%- 20%
TCPC Established	100%
TCPO in-charge	100%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Computerized Employment Record	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	10.	90
AM Equipment	3	21	76

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	5	4	5	8
BBBT Drop-out	16	2	16	.
BBBT Examined	84	98	87	.
BBBT Passed	98	88	78	-
AM Transition	98	103	88	-
AM Drop-out	0	0	10	-
AM Examined	100	100	96	-
AM Passed	87	73	81	-
SM Transition	85	71	75	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	60	600	60	60
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	100%
Problems with EMF implementation	15%

VTIP: Mid-Term Review-State Report Card

Orissa

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
2507.20	1788.08	2384.01	NIL	719.19	71%

IUFR Expenditure Central & State Share : 1368.83 (57%)

Good Practices:

Progress Highlights

1. Good academic progress in BBBT and AM .
2. More than 75% COEs report placing SM trainees many of them under apprenticeship training
3. Girls and SC academic performance equivalent to overall.
4. Overall 90% instructors in position, including 90% of AM instructors (all contract) in position.
5. Contract instructors sent for training and receive a relatively high salary.
6. Two-thirds of ITIs report that the Principal has been empowered as per the MOU.
7. Other institutional reforms in project ITIs are satisfactory.
8. AM training was being carried out in the industry in the absence of equipped workshops.

Key Issues:

1. Out of the 9 Principals in project ITIs, 7 are holding additional charge of other ITIs. Appointments put on hold due to stay order of the court.
2. 335 Posts of Principal and Instructors approved. Filling up of posts is slow in many ITIs.
3. CW progress slow.
4. No equipment has been procured for 4 ITI's.
5. ITI websites not yet developed.

VTIP: Mid-Term Review-State Report Card

Table 1:Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	4	1	1	6
Upgrade only	0	0	3	3
Total	4	1	4	9

- Only 4 ITIs have reported PRF information

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	100	99	101	97
BBBT Drop-out	9	8	10	11
BBBT Examined	91	92	88	89
BBBT Passed	96	91	94	-
AM Transition	100	100	98	
AM Drop-out	4	3	6	-
AM Examined	96	97	95	-
AM Passed	99	99	98	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	16%			
CTS Average Monthly Salary (Rs)	Rs 1979			

*Based on Tracer Study conducted in 2005-06

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	78%
BBBT (%)	89%
Regular (%)	8%
Contract (%)	81%
AM (%)	83%
Regular	23%
Contract	60%
CTS (%)	63%
Regular (%)	37%
Contract (%)	26%

Table 6: Specialized Modules

SM trainees being placed	75%
Joint certification of SM trainees	25%
Certificate recognized by employers	50%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	90
Short-term	80
Long-term	10
No. of ITIs sending contract instructors for training (% ITI)	100%
Average Contract Instructor Monthly Salary	Rs 9300
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	75%
Principal with Additional Charge	25%
Principal Empowered as per MOU	63%
Award contracts up to Rs. 9 Lakhs	57%
Frequency of IMC meetings	Once a quarter – 50% Twice in a year-50%
Average attendance by private sector members in an IMC meeting	< 50% – 0% 50-75%- 25% >75%- 75%
TCPC Established	100%
TCPO in-charge	90%
Trainee data-base exists	100%
Data-base shared with employers/industry	87%
Computerized Employment Record	100%

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	20	0	80
AM Equipment	0	25	75

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	11	13	22	23
BBBT Drop-out	3	9	11	2
BBBT Examined	97	91	87	99
BBBT Passed	97	96	92	-
AM Transition	100	100	98	-
AM Drop-out	0	2	0	-
AM Examined	100	99	98	-
AM Passed	100	100	98	-
SM Transition	-	-	-	-

VTIP: Mid-Term Review-State Report Card

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	357	357	7	14
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	63%
Campus EMF Plan exists	88%
Problems with EMF implementation	0%

VTIP: Mid-Term Review-State Report Card

PUNJAB

Financial Progress

Rs in lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
7281.25	5727.627	7636.84	NIL	1553.63	79%

IUFR Expenditure Central & State Share : 5120.40 (67%)

Good Practices:

1. Punjab State Council for Science & Technology is assisting the state in implementing EMF in Civil Works.
2. SC Candidates belonging to the BPL families to be provided Rs750 per month stipend from this year onwards.
3. 12 AM positions for each of the COE ITI's have been sanctioned against the required 6 AM positions to overcome future shortage of instructors.

Progress Highlights:

1. 450 Vacant Posts for Instructors have been filled out of the 930 positions at the beginning of the project.
2. Remuneration to contract instructors has been raised to Rs 10000 for BBBT instructors and Rs 15500 for AM instructors
3. 250 Instructors have received training under the project.
4. IMC orientation workshops held by SPIU at 4 districts in June 2010

Key Issues:

1. UC along with progress report required for further release of Central Share.
2. CW in 03 ITIs (Quaidian, Garshankar, Sarhali) at tendering stage.
3. CW in ITI Kalanaur at administrative approval stage.
4. Procurement of Equipment lagging in 15 ITIs.
5. 10 Principal positions vacant at the beginning of the project are still to be sanctioned and filled.
6. Transition rate to Specialized Module very low at 5%
7. AM hiring rules are yet to be amended. And, AM instructors are not recruited.

VTIP: Mid-Term Review-State Report Card

Table 1:Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	2	13	10	25
Upgrade only	0	0	2	2
Total	2	13	12	27

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	62%	17%	78%	60%

* Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	106	101	105	111
BBBT Drop-out	11	10	12	25
BBBT Examined	89	90	88	-
BBBT Passed	33	48	53	-
AM Transition	34	71	71	-
AM Drop-out	8	4	5	-
AM Examined	92	96	95	-
AM Passed	83	54	63	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	34%			
CTS Average Monthly Salary (Rs)	Rs 2349			

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	51%
BBBT (%)	77%
Regular (%)	32%
Contract (%)	43%
AM (%)	6%
Regular (%)	0%
Contract (%)	6%
CTS (%)	68%
Regular (%)	39%
Contract	29%

Table 6: Specialized Modules

SM trainees being placed	54%
Joint certification of SM trainees	46%
Certificate recognized by employers	46%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained (no. of ITI reporting)	302
Short-term	200
Long-term	102
No. of ITIs sending contract instructors for training (% ITI)	100%
Average Contract Instructor Monthly Salary	Rs 10000
Duration of contract	5 Years

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	85%
Principal with Additional Charge	15%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a month: 25% Once a quarter: 75%
Average attendance by private sector members in an IMC meeting	<50%: 16% 50%-75%: 75% >75%: 8%
TCPC Established	97%
TCPO in-charge	93%
TCPO trained	55%
Trainee data-base exists	93%
Data-base shared with employers/industry	93%
Computerized Employment Records	78%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	14%	14%	72%
AM Equipment	29%	29%	42%

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	98	13	10	10
BBBT Drop-out	13	10	18	15
BBBT Examined	87	90	70	-
BBBT Passed	33	45	82	-
AM Transition	22	86	100	-
AM Dropout	10	1	0	-
AM Examined	89	99	100	-
AM Passed	125	117	63	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	185	0	0	0
Distributed on time	No	-	-	-
Increased	No	-	-	-

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	90%
Problems with EMF implementation	56%

VTIP: Mid-Term Review-State Report Card

Rajasthan

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
2073.41	1349.831	1799.77	NIL	723.58	65%

IUFR Expenditure Central & State Share : 1115.77 (62%)

Good Practices:

Progress Highlights:

1. Rajasthan started admissions in COEs only in 2008-09. Between 2008-09 and 2009-10, enrolment in BBBT has improved, and drop-out has decreased significantly.
2. The state has taken decision to hire BBBT and AM instructors only on contract basis at a salary of Rs 10000 per month.
3. Civil Works activities have picked up pace in the last 1 year and many of the ITI's will finish construction activities by Dec 2011.
4. Institutional reforms satisfactory in COEs in the state.
5. Contract faculty is allowed to travel outside state for training.

Key Issues:

1. Low Expenditure vis-à-vis allocation. This is largely due to delay in release of funds by the state Finance Department and its share.
2. Procurement of equipment is very slow.
3. About 40% of the Principals positions are vacant and most of the project ITI principals are holding additional charge of other ITIs.
4. AM instructors are yet to be appointed in most COEs.
5. Few instructors have been trained during the project period.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	5	0	0	5
Upgrade only	0	5	0	5
Total	5	5	0	10

Table 2: Baseline Academic Performance

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
			88%	62%

*Based on baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	-	-	63	100
BBBT Drop-out	-	-	57	16
BBBT Examined	-	-	87	-
BBBT Passed	-	-	7	-
AM Transition	-	-	39	-
AM Drop-out	-	-	11	-
AM Examined	-	-	89	-
AM Passed	-	-	88	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	54%			
CTS Average Monthly Salary (Rs)	Rs 2069			

*Based on tracer study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	47%
BBBT (%)	58%
Regular (%)	0%
Contract (%)	58%
AM (%)	0%
Regular (%)	0%
Contract (%)	0%
CTS (%)	84%
Regular (%)	82%
Contract (%)	2%

Table 6: Specialized Modules

SM trainees being placed	40%
Joint certification of SM trainees	40%
Certificate recognized by employers	40%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	9
Short-term	0
Long-term	9
No. of ITIs sending contract instructors for training (% ITI)	33%
Average Contract Instructor Monthly Salary	Rs 6488
Duration of contract	

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	<50%: 14% 50%-75%: 72% >75%: 14%
Average attendance by private sector members in an IMC meeting	Once a quarter: 60% Once in six months: 40%
TCPC Established	89%
TCPO in-charge	100%
TCPO trained	87.5%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Maintain records of trainees employed	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	67	33	0
AM Equipment	100	0	0

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	-	-	-	1
BBBT Drop-out	-	-	-	100
BBBT Examined	-	-	-	-
BBBT Passed	-	-	-	-
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	154	134	0	0
Distributed on time	Yes	No	-	-
Increased	No	No	-	-

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	80%
Campus EMF Plan exists	100%
Problems with EMF implementation	80%

VTIP: Mid-Term Review-State Report Card

Tamil Nadu

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
4236.16	2768.16	3690.88	Nil	1468.00	65%

IUFR Expenditure Central & State share: 2440.13 (66%)

Good Practice:

Progress Highlights

1. AM academic progress is satisfactory.
2. More than 85% COEs report placing SM trainees.
3. All AM positions for 14 COE ITI's have been sanctioned.
4. 174 instructors have received short-term training between 2007 to 2010 and 80 Instructor have received long term training during the same period.
5. Principals are empowered as per MOU
6. Contract instructors are sent for training and receive a high monthly salary.
7. Institutional reforms are satisfactory. All COEs need to strengthen their TCPC.
8. Purchase of BBBT Equipment is satisfactory but more than 50% COEs report less than 50% AM equipment.

Key Issues

1. BBBT examined and pass-rates have declined over time. On an average, 50% pass out in BBBT in 2008-09.
2. Instructor vacancy is approx 40%, nearly 270 instructor positions are vacant
3. Civil Works is delayed due to issues with the State agency even with ITIs who joined as early as 2006-07. CW yet to start in 3 ITIs and work is under progress in 5 ITIs.
4. Low utilization of funds released.
5. Delay in release of budget by State Finance Department during FY 11-12.
6. State to expedite fund utilisation and furnish U/C alongwith Progress report.
7. 11 out of 17 Principals are holding additional charge of other ITIs.
8. Low BBBT pass rate is concern in most of the ITIs.

VTIP: Mid-Term Review-State Report Card

Table 1 : Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	5	6	3	14
Upgrade only	0	0	3	3
Total	5	6	6	17

Table 2: Baseline Academic Performance

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	86%	13%	87%	71%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	111	107	92	89
BBBT Drop-out	12	14	31	13
BBBT Examined	88	86	69	-
BBBT Passed	79	83	63	-
AM Transition	94	99	94	-
AM Drop-out	-	20	14	-
AM Examined	100	84	86	-
AM Passed	74	87	70	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)		4000-5000	4000-5000	4000-5000
CTS Employment Rate	42%			
CTS Average Monthly Salary (Rs)	Rs 1844	3000-5000	3500-5500	4000-6000

*Based on Tracer Study conducted in 2005-06

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	54%
BBBT (%)	74%
Regular (%)	70%
Contract (%)	4%
AM (%)	0%
Regular (%)	0%
Contract (%)	0%
CTS (%)	89%
Regular (%)	72%
Contract (%)	23%

Table 6: Specialized Modules

SM trainees being placed	85%
Joint certification of SM trainees	71%
Certificate recognized by employers	62%

VTIP: Mid-Term Review-State Report Card

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	253
Short-term	173
Long-term	80
No. of ITIs sending contract instructors for training (% ITI)	94%
Average Contract Instructor Monthly Salary	Rs 12500
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	94%
Principal with Additional Charge	6%
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	<50% :12% 50%-75%: 82% >75%: 6%
Average attendance by private sector members in an IMC meeting	Once a month: 6% Once a quarter: 65% Once in six months: 29%
TCPC Established	100%
TCPO in-charge	94%
TCPO trained	23%
Trainee data-base exists	64%
Data-base shared with employers/industry	76%
Computerized employed records	59%

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	7%	29%	64%
AM Equipment	55%	9%	36%

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	11	35	30	29
BBBT Drop-out	9	32	49	40
BBBT Examined	95	84	71	-
BBBT Passed	85	99	86	-
AM Transition	-	-	51	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

VTIP: Mid-Term Review-State Report Card

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	150	175	88	72
Distributed on time	Yes	Yes	Yes	Yes
Distributed on time	No	No	No	No

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	75%
Problems with EMF implementation	755

VTIP: Mid-Term Review-State Report Card

Uttar Pradesh

Financial Progress

Rs in lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
4306.67	3666.90	4889.19	Nil	586.85	85%

IUFR Expenditure Central & State share: 3962.23 (81%)

Good Practice:

Progress Highlights

1. The state has procured more than 90% of goods and equipment in most ITI's and the rest is in the pipeline
2. The construction has been completed in all 16 ITI's. Construction has also begun for ITW in Sultanpur.
3. Overall expenditure against release by GOI is 85%.
4. Academic progress in BBBT and AM reported satisfactory. COEs in the state report very high placement of SM trainees.
5. All project ITIs have regular full-time Principals. Institutional reforms are satisfactory.
6. 31% instructors' positions are vacant overall. 27% of AM instructor positions are vacant.
7. All ITIs report sending contract instructors for training who also get a high monthly salary.

Key Issues:

1. Audit observations concerning 5 ITI's for 2008-09 is yet to be resolved.
2. AM Instructor positions have not been created for any of the ITI's. AM training is being carried out only with the help of guest faculty.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	7	6	3	16
Upgrade only	0	0	0	0
Total	7	6	3	16

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline Survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	103	96	111	111
BBBT Drop-out	19	18	17	12
BBBT Examined	81	83	83	92
BBBT Passed	77	85	87	-
AM Transition	99	99	97	
AM Drop-out	3	5	3	-
AM Examined	97	96	98	-
AM Passed	87	94	87	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	21%			
CTS Average Monthly Salary (Rs)	Rs 1920			

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	73%
BBBT (%)	84%
Regular (%)	77%
Contract (%)	7%
AM (%)	73%
Regular (%)	18%
Contract (%)	55%
CTS (%)	63%
Regular (%)	54%
Contract (%)	7%

Table 6: Specialized Modules

SM trainees being placed	100%
Joint certification of SM trainees	86%
Certificate recognized by employers	92%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	224
Short-term	169
Long-term	55
No. of ITIs sending contract instructors for training (%)	100%
Average Contract Instructor Monthly Salary	Rs 12000
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0%
Principal Empowered as per MOU	87%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a quarter – 82% Twice in a year-18%
Average attendance by private sector members in an IMC meeting	< 50% – 16% 50-75%- 69% >75%- 15%
TCPC Established	100%
TCPO in-charge	94%
Trainee data-base exists	80%
Data-base shared with employers/industry	80%
Computerized Employment Record	80%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	6	94
AM Equipment	12.5	12.5	75

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	1	4	6	7
BBBT Drop-out	-	36	20	10
BBBT Examined	100	82	88	.
BBBT Passed	100	57	79	-
AM Transition	-	100	95	-
AM Drop-out	-	14	19	-
AM Examined	100	93	100	-
AM Passed	100	100	87	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	128	120	120	80
Distributed on time	Yes	Yes	Yes	Yes
Increased	No	No	No	No

Table 12: Environmental Management Framework

Coordinator for Civil Works and Environment exists	70%
Campus EMF Plan exists	100%
Problems with EMF implementation	50%

VTIP: Mid-Term Review-State Report Card

Uttarakhand

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share)	Central share released / Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
1846.02	1259.56	1679.42	0	586.45	68%

IUFR Expenditure Central & State share: 1351.31 (80%)

Good Practices:

1. SPIU is fully staffed and has designated a SPD and ASPD exclusively for the project. The state has also hired consultants for additional support on Procurement, Institutional development and Monitoring & Evaluation.
2. Resource centers have been set up in each ITI connected through a video link with SPIU for regular monitoring and support.

Progress Highlights:

1. BBBT enrolment and retention is satisfactory. BBBT pass-rate is however low
2. Institutional reforms are satisfactory.
3. One COE in the project has purchased more than 75% of BBBT and AM equipment.
4. 467 instructor positions were to be filled by July 31, 2010. These positions had been advertised for.

Key Issues:

3. 6 AM instructor positions for the COE are yet to be created.
4. Principal vacancy is around 50%.
5. CW had not started as of Sept 2010 in 4 ITIs

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	1	0	0	1
Upgrade only	0	5	4	9
Total	1	5	4	10

Table 2: Baseline Academic Performance*

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	117	110	125	120
BBBT Drop-out	-	28	13	15
BBBT Examined	-	78	87	-
BBBT Passed	-	85	87	-
AM Transition	-	105	76	-
AM Drop-out	21	16	16	-
AM Examined	79	84	84	-
AM Passed	100	97	97	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	27%			
CTS Average Monthly Salary (Rs)	Rs 2422			

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	59%
BBBT (%)	100%
Regular (%)	67%
Contract (%)	33%
AM (%)	0%
Regular (%)	0%
Contract (%)	0%
CTS (%)	78%
Regular (%)	48%
Contract (%)	30%

Table 6: Specialized Modules

SM trainees being placed	100%
Joint certification of SM trainees	0%
Certificate recognized by employers	0%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	241
Short-term	148
Long-term	93
No. of ITIs sending contract instructors for training (% ITI)	100%
Average Contract Instructor Monthly Salary	Rs 9000
Duration of contract	12 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0
Principal Empowered as per MOU	100%
Award contracts up to Rs. 9 Lakhs	100%
Frequency of IMC meetings	Once a quarter – 25% Twice in a year-75%
Average attendance by private sector members in an IMC meeting	< 50% – 10% 50-75%- 80% >75%- 10%
TCPC Established	100%
TCPO in-charge	90%
Trainee data-base exists	100%
Data-base shared with employers/industry	100%
Computerized Employment Record	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	0	0	100
AM Equipment	0	0	100

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	-	-	-	-
BBBT Drop-out	-	-	-	-
BBBT Examined	-	-	-	-
BBBT Passed	-	-	-	-
AM Transition	-	-	-	-
AM Drop-out	-	-	-	-
AM Examined	-	-	-	-
AM Passed	-	-	-	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	140	140	90	0
Distributed on time	Yes	Yes	Yes	-
Increased	No	No	No	-

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	100%
Problems with EMF implementation	80%

VTIP: Mid-Term Review-State Report Card

West Bengal

Financial progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
2392.42	1715.80	2287.74	162.77	513.85	79%

IUFR Expenditure Central & State Share: 1700.62 (74%)

Good Practices:

Progress highlights:

1. Vacancy of CTS instructors is about 22% - reduced from 40% at the time of 3rd JRM. Out of the 275 positions created, 170 positions have been filled.
2. All the 10 ITI's have full time Principals
3. About 324 Instructors have received training since the project start. Around 326 instructors to be trained by Sept 2011 for which the training plan has been submitted to AHI.
4. The state has sanctioned 6 AM positions in all COE ITIs.
5. The equipment procured has been temporarily installed till the CW completes.

Key Issues:

1. The contract faculty staff continues to be paid a very low salary of Rs 4500 pm
2. Change of IDP for of ITI Tung & Cooch Behar is not yet approved, hence no procurement of goods and civil works has started in these 2 ITIs.
3. In 4 ITI's, civil works is at the foundation stage for which the completion may extend well into Dec 2012. The contracts are yet to be awarded for 2 ITIs.
4. Most of the disallowances in audit report of FY 2007-08 of Rs. 44.75 lakhs and Rs. 47.91 lakhs in FY 2008-09 have been resolved except for Rs 13 lakhs inadmissible amount for both years.

VTIP: Mid-Term Review-State Report Card

Table 1: Year of Joining the Project

No. of ITI	2006-07	2007-08	2008-09	Total
COE + Upgrade	3	4	1	8
Upgrade only	0	1	1	2
Total	3	5	2	10

*2 ITI's have not started admission hence PRFs only for 8 ITI

Table 2: Baseline Academic Performance

Baseline 2005-06	Admissions Rate	Drop-out Rate	Examined Rate	Pass Rate
	88%	26%	70%	49%

*Based on Baseline survey conducted in 2005-06

Table 3: Overall Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	112	110	120	124
BBBT Drop-out	18	15	17	10
BBBT Examined	82	85	82	
BBBT Passed	95	90	81	-
AM Transition	90	88	89	
AM Drop-out	13	6	10	-
AM Examined	87	94	91	-
AM Passed	98	98	98	-
SM Transition	-	-	-	-

Table 4: Labor Market Performance

Labor Market Performance	Baseline 2005-06*	2006-07	2007-08	2008-09
COE Average Monthly Salary (Rs)				
CTS Employment Rate	24%			
CTS Average Monthly Salary (Rs)	Rs 2242			

*Based on Tracer Study conducted in 2005-06

VTIP: Mid-Term Review-State Report Card

Table 5: Instructors

Indicator	Value
Instructor in position in ITIs (%)	74%
BBBT (%)	98%
Regular (%)	63%
Contract (%)	38%
AM (%)	44%
Regular	0
Contract	44%
CTS (%)	81%
Regular (%)	80%
Contract (%)	1%

Table 6: Specialized Modules

SM trainees being placed	0%
Joint certification of SM trainees	37%
Certificate recognized by employers	28%

Table 7: Instructors Training and Contract Instructors

No. of Instructors Trained	143
Short-term	128
Long-term	15
No. of ITIs sending contract instructors for training (% ITI)	75%
Average Contract Instructor Monthly Salary	Rs 4500
Duration of contract	11 months

Table 8: Institutional Reforms and Activities

Reform/Activity	Performance Indicator Value
Regular full-time Principal in position	100%
Principal with Additional Charge	0
Principal Empowered as per MOU	90%
Award contracts up to Rs. 9 Lakhs	80%
Frequency of IMC meetings	Once a month – 17% Once a quarter – 83%
Average attendance by private sector members in an IMC meeting	< 50% – 22% 50-75%- 33% >75%- 44%
TCPC Established	90%
TCPO in-charge	90%
Trainee data-base exists	90%
Data-base shared with employers/industry	80%
Computerized Employment Record	100%

VTIP: Mid-Term Review-State Report Card

Table 9: Equipment and Civil Works

Type	Percentage of COEs		
	<50%	50-75%	>75%
BBBT Equipment	12.5	25	62.5
AM Equipment	0	37.5	62.5

Equity

Table 10: Girls Academic Performance

Academic Efficiency (%)	Batch of 2006-07	Batch of 2007-08	Batch of 2008-09	Batch of 2009-10
BBBT Admissions	15	19	24	18
BBBT Drop-out	19	22	24	15
BBBT Examined	81	78	92	-
BBBT Passed	100	100	75	-
AM Transition	100	84	88	-
AM Drop-out	-	0	7	-
AM Examined	100	100	100	-
AM Passed	100	100	98	-
SM Transition	-	-	-	-

Table 11: Equity Assurance Plan

Welfare Aspect	SC	ST	OBC	Girls
Monthly Stipend (Rs)	338	492	154	0
Distributed on time	Yes	Yes	Yes	-
Increased	No	No	No	-

Table 12: Environmental Management Framework

Aspect	%Yes
Coordinator for Civil Works and Environment exists	100%
Campus EMF Plan exists	90%
Problems with EMF implementation	90%

NORTH-EAST STATES

ARUNACHAL PRADESH:

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
198.02	163.99	182.21	Nil	34.03	83%

IUFR Expenditure Central & State share: 157.04 (86%)

Progress highlights

1. There is only 1 ITI under the project which has taken up-gradation.
2. The pass rate is about 70 to 80% in the last 3 years.
3. There is no instructor vacancy in the ITI.
4. 80% of the instructors are CTI trained.
5. The Industry partnership of ITI is NHPC which absorbs most of the trainees.
6. The state has made an expenditure of about 83%.
7. Audit report for 2008-09 has been sent to DGET&T and Audit observations of 2006-07 and 2007-08 has been resolved.
8. The state has raised the stipend of SC/ST trainees from Rs 350 pm to Rs 550 pm.

Key Issues

1. Audit disallowance of Rs. 34.07 lakhs during FY 07-08 and Rs. 24.11 lakhs during FY 08-09. To be resolved with State AG.
2. Expedite minor works of Rs. 4.5 lakhs.

TRIPURA

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
336.89	313.52	348.36	Nil	23.36	93%

IUFR Expenditure Central & State share: 303.89 (87%)

Progress highlights

1. There is only 1 ITI at Indranagar, Agartala which has taken up COE in Automobile sector under the project in 2008-09.
2. Admissions in COE began only in August 2010.
3. The project ITI has a regular Principal and all 18 Instructors positions are filled.
4. The BBBT workshops have been completed and equipment installed in the newly constructed workshops.
5. The state has spent about 94% of its released funds.

Key Issues

1. The State is yet to sanction 6 AM positions.
2. The AM workshop is yet to be completed with plumbing and electrical system.
3. The supply orders for AM equipment has been placed, once received, it will be installed.

MIZORAM

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
236.58	176.54	196.15	Nil	60.04	75%

IUFR Expenditure Central & State share: 111.99 (57%)

Progress Highlights:

1. The state has only 1 ITI at Aizwal under the project which was initially under COE but due to lack of industry demand has now taken up only upgradation.
2. The ITI has full strength of Instructors in position.
3. 14 of the 33 Instructors are CTI trained.
4. The state has deputed 6 Instructors to AHI for training in 2010-11.

Key Issues:

1. The Civil Works is yet to start in the state. The change in the sector from COE to UPG took about a year and in the meanwhile, the funds lapsed. .

SIKKIM

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
208.94	199.79	221.98	Nil	9.16	96%

IUFR Expenditure Central & State share: 239.15 (108%)

Key Issues:

2. The state has not submitted the ITI PRF or SPIU PRF.
3. The state also did not participate in the states review on 19th Jan 2011 in Guwahati.
4. Discrepancy in the IUFR figures to be resolved.
5. U/C along with State Share and Progress report required for further release of central share.

MEGHALAYA

- The state came under the project in 2008-09.
- Initially it opted for only UPG but later it took over the COE sector.
- There has been no physical or financial progress in the last 2 years.

NAGALAND

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
243.74	222.79	247.55	Nil	20.94	91%

IUFR Expenditure Central & State share: 173.45 (70%)

Key Issues:

1. Vacant posts of Instructors to be filled up.
2. Audit disallowance of Rs. 1.49 lakhs during FY 08-09 needs to be resolved with State AG.
3. U/C along with State Share and Progress report required for further release of central share.

MANIPUR- 2 ITI

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
371.60	280.03	311.15	Nil	91.57	75%

IUFR Expenditure Central & State share: 215.31 (69%)

Key Issues

1. Discrepancy in IUFR figures to be resolved.
2. U/C along with State Share and Progress report required for further release of central share.
3. Non-release of State Share (10%) to the Directorate.

Report Card for the Union Territories

Andaman & Nicobar Islands:

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
262.50	73.30	97.73	47.90	141.30	46%

IUFR Expenditure Central & State Share : 88.3 (90%)

Progress highlights:

1. The ITI has no vacant positions for instructors.
2. The ITI has 5 BBBT instructors on contract basis.
3. The contract instructors are paid Rs 16500 per month.

Key Issues

- Six AM positions are to be created and filled. Creation of posts in UTs is done through approval from GOI. This procedure generally delays the process of hiring on regular basis. 38 instructors positions proposal is pending with the GOI for over a year.
- The ITI does not have a regular full time Principal

Daman and Diu

Financial Progress

Rs in lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
150	40	53.33	NIL	110	26%

IUFR Expenditure Central & State Share : 41.95 (78.66%)

Progress highlights:

1. The ITI has 9 trades of which 5 trades have been taken up for upgradation under the project.
2. Out of the 16 required instructor positions, 13 are filled on regular basis and 3 on contract basis.

3. Of the 13 instructors in position, 7 are CTI trained and 10 have received short-term refresher training.
4. No civil works are envisaged in the UT.

Key Issues

1. The proposal to sanction new positions for up-gradation of Machinist trade is pending with GOI.
2. The Principal is not empowered as per the MOU.

Lakshadweep: 1 ITI (UPG only)

Financial Progress

Rs in Lakhs

Sanctioned Central Share	Central share released till FY 10-11	Total funds released (incl. equiv. State Share) till FY 10-11	Central share released / Prop. under process during FY 11-12	Balance central Share to be released	% of amount released
55.50	24.00	32.00	20.13	31.50	43%

IUFR Expenditure Central & State share: 20.13 (63%)

Key Issues

1. Expedite completion of Civil Works.
2. U/C along with UT Share required for further release of central share.
3. SPIU to provide clarifications in Fund Flow and Payment Systems.
4. Principal position vacant since the beginning of the project
5. Audit observation worth Rs 20 lakh to be resolved.

Puducherry:

Financial Progress

Rs in Lakhs

Sanctioned Central Share (incl. SPIU)	Central Share Amount released till FY 10-11 (incl. SPIU)	Total Fund released (incl. State Share)	Central Share released/Prop. under process during FY 11-12	Balance Central Share to be released	% of amount released
162.24	128.77	171.69	9.27	24.20	85%

IUFR Expenditure Central & State Share: 74.93 (44%)

Key Issues

1. Some of the equipment has been procured but PWD has declared the ITI building as unsafe to house this equipment.

Annex 1: Performance of COEs by Year of Entry and by Sector

Performance of COEs by Year of Entry

Figure 1: BBBT Enrollment Rate for 2006-07 Project COEs

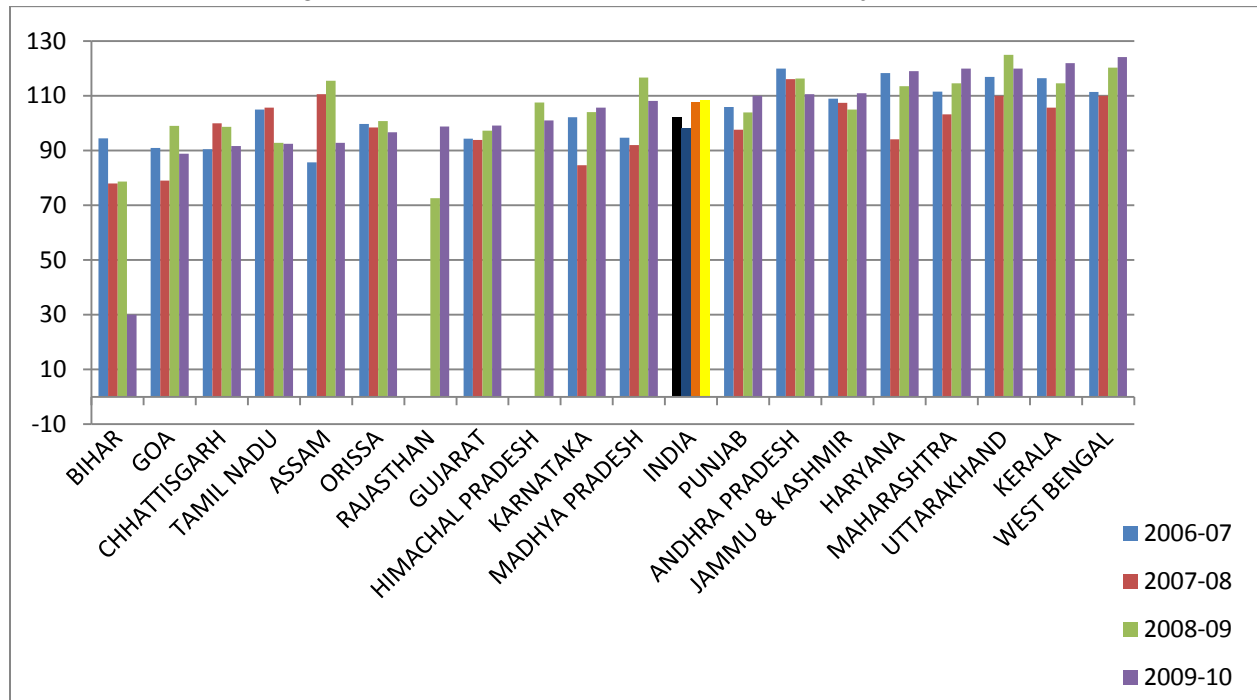


Figure 2: BBBT Pass Rate for 2006-07 Project COEs

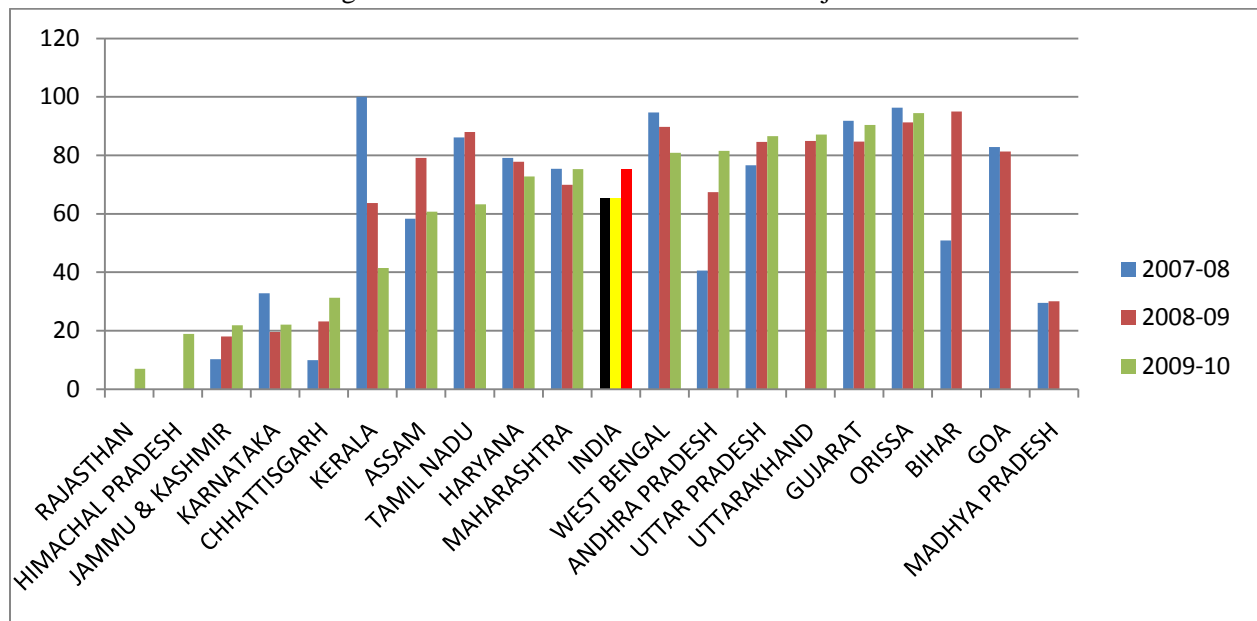


Figure 3: BBBT to AM Transition Rate for 2006-07 Project COEs

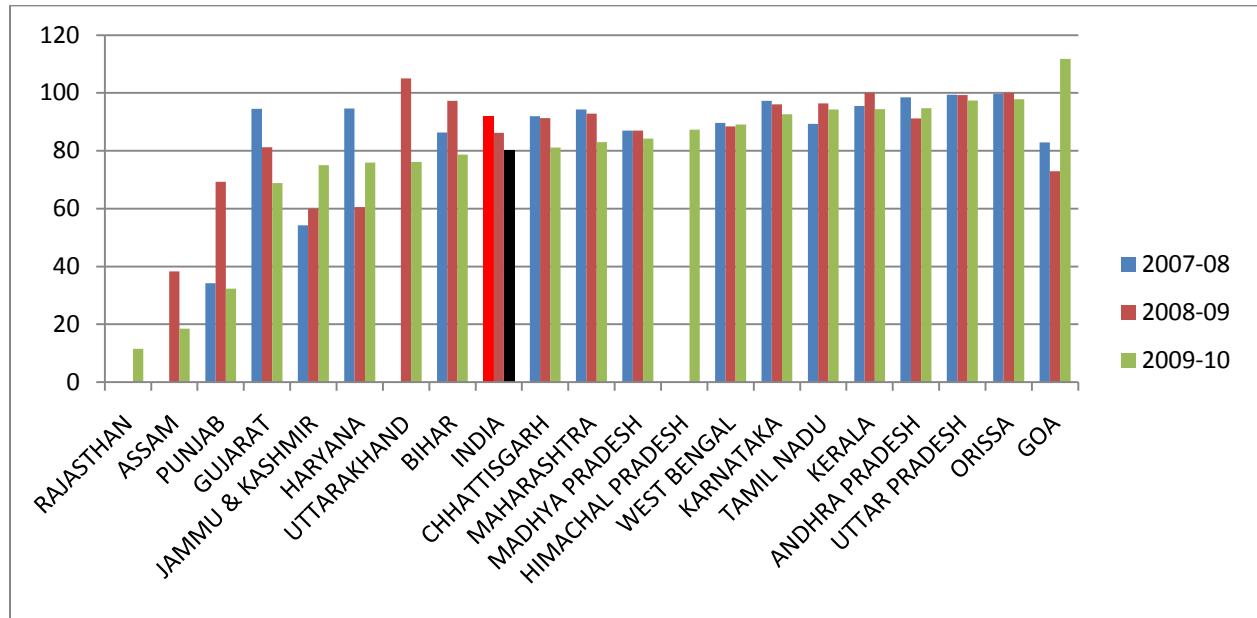


Figure 4: AM Pass Rate for 2006-07 Project COEs

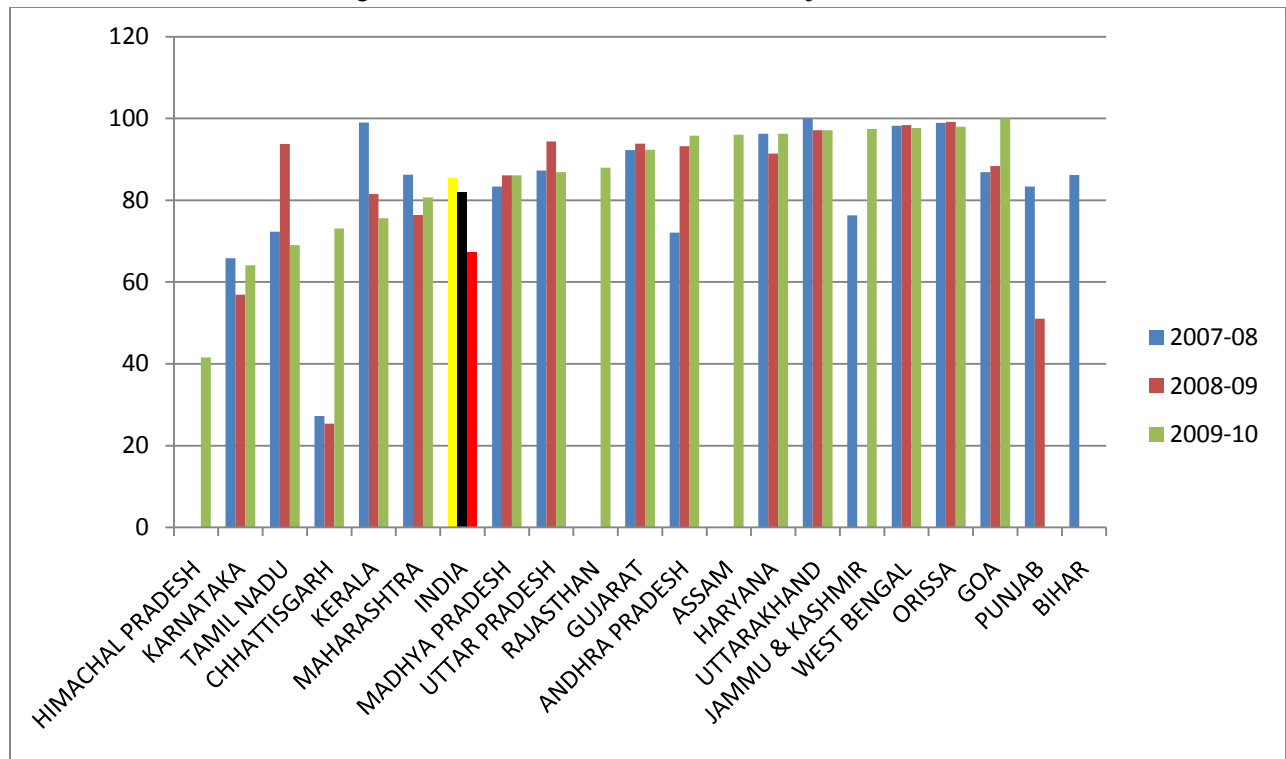


Figure 5: BBBT Enrollment Rate for 2007-08 Project COEs

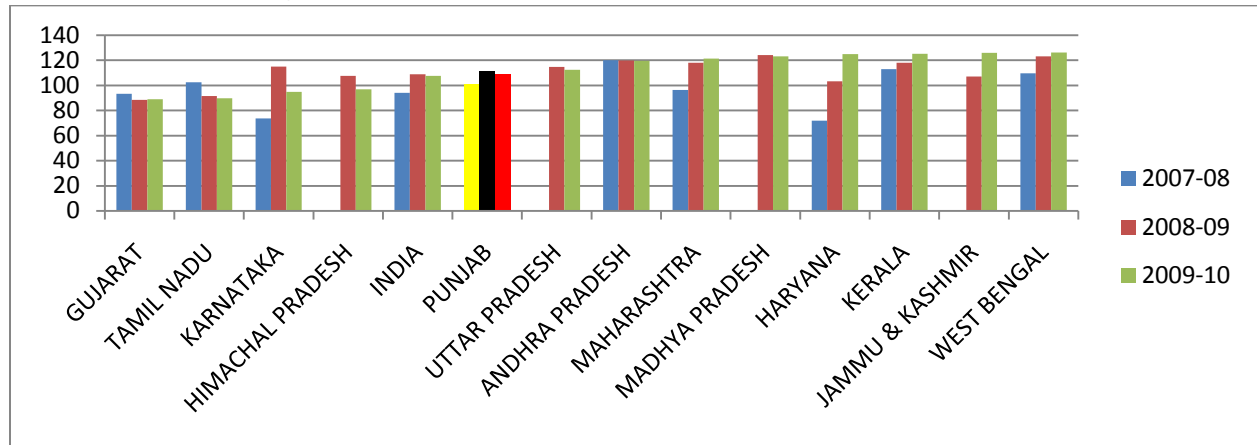


Figure 6: BBBT Pass Rate for 2007-08 Project COEs

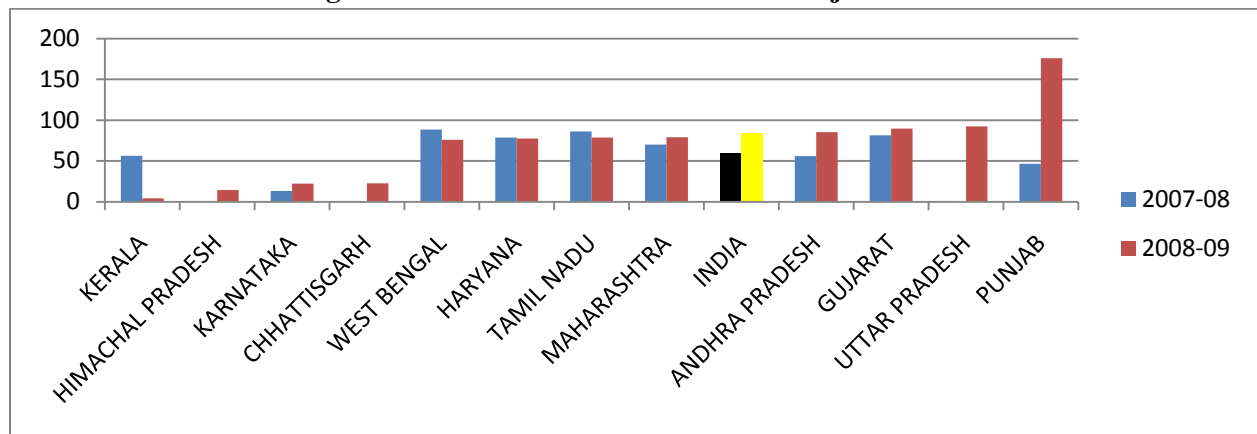


Figure 7: BBBT to AM Transition Rate for 2007-08 Project COEs

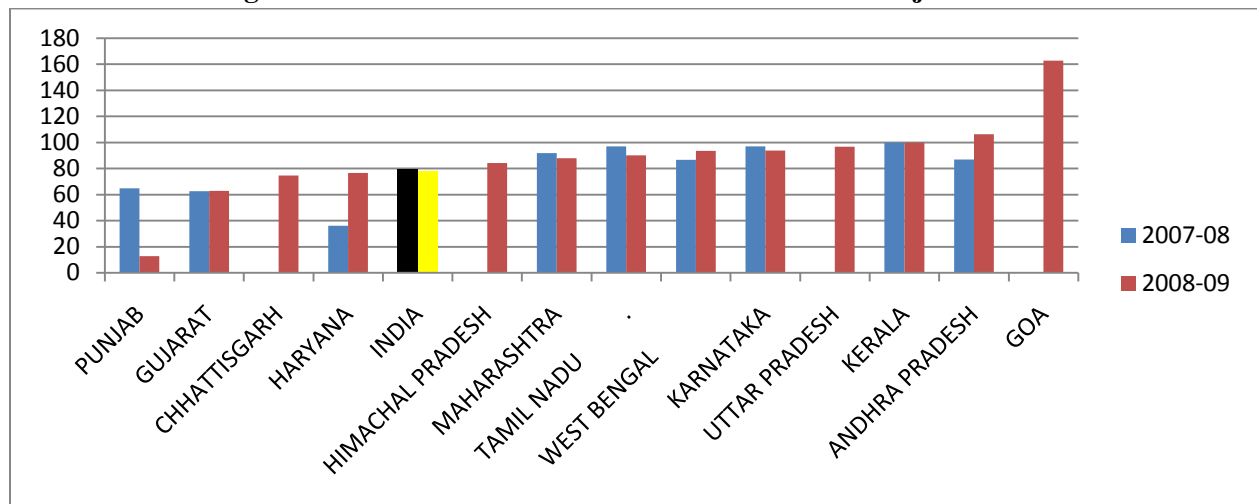
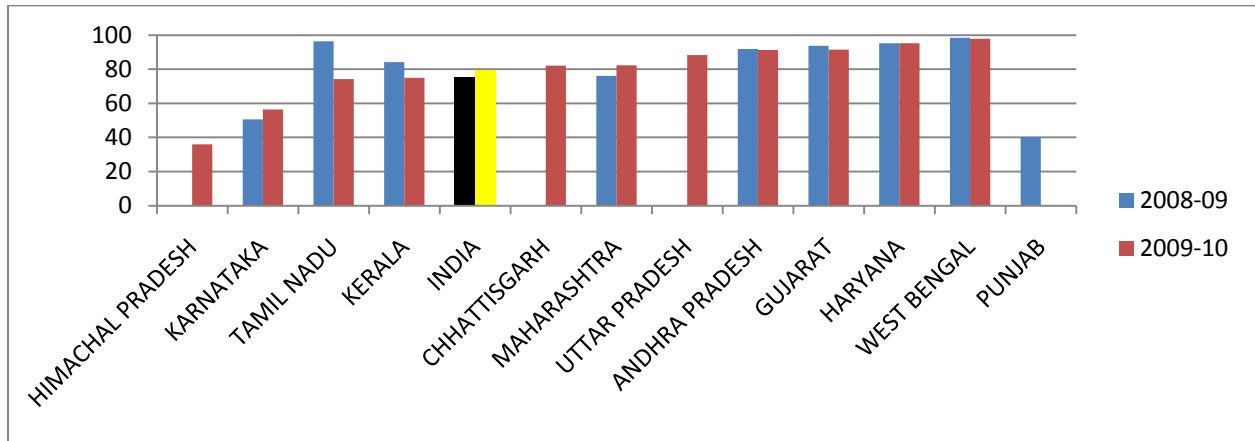


Figure 8: AM Pass Rate for 2007-08 Project COEs



Performance of COEs by Sector

Year 2006-07

	BBBT 2006-07				AM 2007-08			
Sector	Enrolment	Drop-out	Examined	Pass	Enrolment	Drop-out	Examined	Pass
AGRICULTURE & MACHINERY	.	.	.	.	.	.	.
APPAREL	.	.	.	.	.	.	.
AUTOMOBILE	89%	21%	100%	48%	89%	6%	100%	82%
ELECTRICAL	83%	19%	99%	77%	99%	5%	100%	91%
CHEMICAL	86%	12%	100%	93%	100%	8%	100%	83%
CONSTRUCTION & WOODWORK	61%	24%	100%	43%	87%	35%	100%	100%
HOSPITALITY	99%	17%	100%	100%	92%	.	.	100%
INDUSTRIAL AUTOMATION	83%	13%	100%	15%	91%	18%	100%	27%
IT	79%	17%	100%	72%	66%	6%	100%	96%
INSTRUMENTATION	80%	18%	100%	100%	86%	6%	100%	100%
PLASTIC PROCESSING	92%	10%	100%	64%	91%	0%	100%	72%
PROCESS PLANT MAINTENANCE	83%	22%	100%	83%	91%	4%	100%	87%
PRODUCTION & MANUFACTURING	87%	15%	100%	82%	99%	6%	100%	81%
ELECTRONICS	.	.	.	.		.	.	.
RAC	80%	24%	98%	55%	94%	10%	100%	93%
TEXTILE PROCESSING	90%	14%	100%	70%	85%	6%	100%	90%
TOURISM	73%	56%	100%	54%		.	.	93%

Year 2007-08

	BBBT 2007-08				AM 2008-09			
Sector	Enrolment	Drop-out	Examined	Pass	Enrolment	Drop-out	Examined	Pass
AGRICULTURE & MACHINERY	95%	10%	100%	51%	72%	7%	100%	43%
APPAREL	.	.	.	.	.	.	.	.
AUTOMOBILE	87%	20%	99%	56%	87%	8%	98%	82%
ELECTRICAL	80%	43%	85%	68%	81%	6%	98%	92%
CHEMICAL	90%	9%	100%	86%	94%	7%	100%	94%
CONSTRUCTION & WOODWORK	64%	27%	100%	55%	67%	22%	100%	63%
HOSPITALITY	75%	18%	100%	68%	100%	3%	100%	96%
INDUSTRIAL AUTOMATION	86%	33%	100%	23%	91%	0%	100%	25%
IT	67%	17%	100%	81%	88%	7%	100%	91%
INSTRUMENTATION	80%	22%	100%	81%	75%	27%	100%	100%
PLASTIC PROCESSING	91%	11%	99%	83%	86%	21%	100%	86%
PROCESS PLANT MAINTENANCE	63%	27%	100%	73%	94%	7%	100%	98%
PRODUCTION & MANUFACTURING	82%	14%	100%	70%	91%	4%	100%	72%
ELECTRONICS	67%	24%	100%	40%	81%	1%	100%	66%
RAC	73%	21%	100%	62%	92%	8%	93%	74%
TEXTILE PROCESSING	84%	16%	100%	67%	79%	7%	96%	85%
TOURISM	80%	40%	100%	78%	93%	39%	100%	.

Year 2008-09

	BBBT 2008-09				AM 2009-10			
Sector	Enrolment	Drop-out	Examined	Pass	Enrolment	Drop-out	Examined	Pass
AGRICULTURE & MACHINERY	84%	25%	100%	71%	107%	16%	100%	54%
APPAREL	57%	58%	.	.	.	30%	69%	100%
AUTOMOBILE	94%	28%	91%	71%	80%	15%	87%	84%
ELECTRICAL	90%	23%	97%	93%	73%	8%	96%	.
CHEMICAL	86%	12%	100%	82%	88%	9%	100%	80%
CONSTRUCTION & WOODWORK	73%	33%	99%	72%	77%	15%	100%	90%
HOSPITALITY	55%	41%	100%	61%	100%	20%	100%	85%
INDUSTRIAL AUTOMATION	103%	18%	100%	48%	87%	1%	100%	52%
IT	85%	18%	99%	62%	88%	13%	102%	76%
INSTRUMENTATION	80%	9%	100%	100%	64%	27%	100%	100%
PLASTIC PROCESSING	98%	17%	100%	75%	71%	20%	95%	99%
PROCESS PLANT MAINTENANCE	92%	28%	99%	71%	84%	4%	100%	95%
PRODUCTION & MANUFACTURING	92%	13%	99%	78%	86%	5%	100%	81%
ELECTRONICS	76%	33%	.	37%	.	6%	97%	76%
RAC	91%	22%	93%	57%	83%	10%	100%	51%
TEXTILE PROCESSING	86%	17%	97%	67%	80%	7%	97%	.
TOURISM	54%	37%	100%	77%	106%	19%	100%	.

List for 400 ITIs covered under World Bank assisted Vocational Training Improvement Project (VTIP)

State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
1	2	3	4	5
1	Andhra Pradesh (25 ITIs)	2006-07 (5 ITIs)	Visakhapatnam, Kancherlapalem Mett, Industrial Estate,	Automobile
			Vijayawada, Krishna District	Automobile
			Kothagudem, Khammam District	Automobile
			Sangareddy, Medak District	Automobile
			Kakinada Eastgodavari Distt	Production and Manufacturing
		2007-08 (7 ITIs)	Tenali	Production & Manufacturing
			Bobbili	Production & Manufacturing
			Hyderabad (Old city)	Automobile
			Peddapally	Automobile
			Mancherla	Automobile
			Nellore (B)	Electrical
			Chittoor	Electronics
		2008-09 (13 ITIs)	Vakadu	Electrical
			Tirupati	Electrical
			Vizianagaram (W)	Electrical
			Nizamabad	Fabrication
			Eluru	Electrical
			DLTC / ITI Kurnool	Electrical
			Nazividu	Fabrication
			Kadappa (W)	Electrical
			Pillalamarri Road, Mahabubnagar(W)	Upgradation of trades
			Macherla	Upgradation of trades
			Hathnoora	Production & Manufacturing
			Chintapali, Upper Sileru, Vishakapatnam	Upgradation of trades
			Jammalmudgu	Upgradation of trades
2	Bihar (8 ITIs)	2006-07 (4 ITIs)	Muzaffarpur	Fabrication (Fitting & Welding)
			Bhagalpur	Construction
		2007-08 (2 ITIs)	Darbhanga	Information Technology
			Gaya	Tourism
			Motihari	Agriculture Machinery
			Katihar	Electrical
		2008-09 (2 ITIs)	Sitamarhi	Electrical
			Forbesganj	Fabrication

**List for 400 ITIs covered under World Bank assisted Vocational Training
Improvement Project (VTIP)**

State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
3	Chhattisgarh (18 ITIs)	2006-07 (4 ITIs)	Koni Bilaspur	Instrumentation
			Bastar	Industrial Automation
			Kurud	Information Technology
			Ambikapur	Ref & Air Conditioning
		2007-08 (6 ITIs)	Baloda Bazar, Distt. Raipur	Production & Manufacturing
			Dondi	Production & Manufacturing
			Rajnandgaon	Electrical
			Gaurella, Distt. Bilaspur	Electrical
			Bhillai(Durg) Women	Information Technology
			Durg	Process Plant Maintenance
		2008-09 (8 ITIs)	Balod Distt. Durg	Upgradation of trades
			Biha, Distt. Bilaspur	Upgradation of trades
			Dongagadh, Distt. Rajnandgaon	Upgradation of trades
			Geedam, Distt. Dantewada	Upgradation of trades
			Keshkal Distt. Bastar	Upgradation of trades
			Khamaria Distt. Bilaspur	Upgradation of trades
			Gariyaband	Upgradation of trades
			Kanker (W), Distt. North Bastar Kanker	Upgradation of trades
4	Delhi (3 ITIs)	2006-07 (1 ITI)	Arab Ki Sarai	Production & Manufacturing
		2007-08 (1 ITI)	Sir CV Raman ITI, (Formerly Sabzi Mandi)	Electrical
		2008-09 (1 ITI)	Tilak Nagar (Jail Road)	Information Technology
5	Goa (7 ITIs)	2006-07 (1 ITI)	Margao	Information Technology
		2007-08 (1 ITI)	ITI Pernem	Fabrication
		2008-09 (5 ITI)	Canacona	Hospitality
			Honda	Automobile
			Farmagudi	Automobile
			Bicholim	Electrical
6	Gujarat (29 ITIs)	2006-07 (15 ITIs)	Cacora	Automobile
			Jamnagar	Chemical
			Pardi	Chemical
			Dashrath	Chemical
			Godhra	Electrical
			Amreli	Electrical
			Gondal	Electrical
			Bhavnagar	Automobile
			Palanpur	Automobile
			Modasa	Automobile
			Bhuj	Automobile
			Vadnagar	Automobile

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State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
6	Gujarat (Contd...)		Junagadh	Electricale
			Palana	Production & Manufacturing
			Sarkhei	Instrumentation
			Visnagar	Fabrication(fitting & welding)
		2007-08 (14 ITIs)	Mehesana	Production & Manufacturing
			Surendra Nagar	Production & Manufacturing
			Patan	Automobile
			Himat Nagar	Automobile
			Dahod	Automobile
			Halol	Automobile
			Bhiloda	Automobile
			Vyara	Electrical
			Gandhidham	Electrical
			Limkheda	Fabrication
			Ahwa	Upgradation of trades
			Uttarsand	Ref & Air-conditioning
			Bhilad	Fabrication
			Vasad	Chemical
7	Haryana (16 ITIs)	2006-07 (5 ITIs)	Rewari	Ref & Air Conditioning
			Sirsa	Automobile
			Hisar	Fabrication(Fitting & Welding)
			Nirwana	Fabrication(Fitting & Welding)
			Rohtak	Automobile
		2007-08 (6 ITIs)	Jind	Electrical
			Gohana	Electrical
			Sonipat	Electrical
			Ambala	Information Technology
			Panipat	Process Plant Maintenance
			Palwal	Fabrication
		2008-09 (5 ITIs)	Hansi	Fabrication
			Tohana	Upgradation of trades
			Karnal(W)	Upgradation of trades
			Butana	Upgradation of trades
			Bhodia Khera	Upgradation of trades
8	Himachal Pradesh (11 ITIs)	2006-07 (1 ITI)	Shamshi	Electrical
		2007-08 (7 ITIs)	Shahpur	Fabrication
			Nadaun (Rail)	Fabrication
			Nahan	Fabrication
			Shimla	Information Technology
			Chamba	Electrical
			Mandi	Refrigeration & A.C
			Reckong Peo	Upgradation of trades
		2008-09 (3 ITIs)	Mandi(W)	Upgradation of trades
			Shimla(W)	Upgradation of trades
			Ron Tong at Kaza	Upgradation of trades

List for 400 ITIs covered under World Bank assisted Vocational Training Improvement Project (VTIP)

State-wise details (2006-07 to 2008-09)

9	Jharkhand (3 ITI)	2006-07 (1 ITI)	Dhanbad	Information Technology
		2008-09 (2 ITIs)	Ranchi (Welfare)	Electrical
			Sahebganj	Electrical
Sr. No.	State and number of ITIs being upgraded	ITI wise relevant details		
		Name of ITI		Sector selected
10	Karnataka (30 ITIs)	2006-07 (6 ITIs)	Bhadravathi	Production & Manufacturing
			Bellary	Production & Manufacturing
			Mangalore(m)	Automobile
			Davangere	Automobile
			Bijapur	Electrical
			Raichur	Electrical
		2007-08 (10 ITIs)	KGF	Production & Manufacturing
			Belgaum (M)	Production & Manufacturing
			Holenarasipura	Production & Manufacturing
			Madikeri	Electronics
			Haliyal	Electronics
			Huvinahadagil	Electronics
			Karwar	Refrigeration & Air-conditioning
			Bidar	Refrigeration & Air-conditioning
			Malavalli	Electrical
			Honnaveer	Automobile
		2008-09 (14 ITIs)	Bangalore	Fabrication
			Chitradurga	Electronics
			Devarayasamudra	Fabrication
			Gowribidnur	Electronics
			Kanakpura	Production & Manufacturing
			Shimoga	Electrical
			Tiptur	Electronics
			Bagalkot	Electrical
			Gurmitkal	Electrical
			Kukanor	Fabrication
			Nanjangud	Fabrication
			Mandya	Electronics
			Puttur (W)	Electronics
			Nalathwad	Electronics
11	Kerala (7 ITIs)	2006-07 (3 ITIs)	Pallickathodu, Kottayam	Hospitality
			Dhanuvachapuram	Production & Manufacturing
			Thiruvananthapuram	
			ITI (W) Kollam	Food processing
		2007-08 (1 ITI)	Malanpuzha	Electrical
		2008-09 (3 ITIs)	Aryanad	Electrical
			Kalpetta	Hospitality Management
			Quilandy	Information Technology

**List for 400 ITIs covered under World Bank assisted Vocational Training
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State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
12	Madhya Pradesh (28 ITIs)	2006-07 (7 ITIs)	Gas ITI Bhopal	Ref & Air Conditioning
			Seoni	Automobile
			Jhabhua	Fabrication(fitting & welding)
			Shivpuri	Tourism
			Singroli	Process Plant maintenance
			Ratlam	Electrician
			Mandla	Construction & wood working
		2007-08 (9 ITIs)	Baiher	Upgradation of Trades
			Hosangabad	Upgradation of Trades
			Shajapur	Upgradation of Trades
			Balaghat	Upgradation of Trades
			Narmadanagar	Electrical
			Rampur	Electrical
			Shahdol	Electrical
			Satna	Automobile
			Sagar	Process Plant Maintenance
		2008-09 (12 ITIs)	Morena	Upgradation of trades
			Ujjain	Upgradation of trades
			Betul	Upgradation of trades
			Mandideep	Upgradation of trades
			Mangawa	Upgradation of trades
			Dhar	Upgradation of trades
			Khilchipur	Upgradation of trades
			Anuppur	Upgradation of trades
			Pithampur	Upgradation of trades
			Khargone	Upgradation of trades
			Deori	Upgradation of trades
			Betul (Women)	Upgradation of trades

**List for 400 ITIs covered under World Bank assisted Vocational Training
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State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
13	Maharashtra (87 ITIs)	2006-07 (15 ITIs)	Jalna	Production & Manufacturing
			Kolhapur	Production & Manufacturing
			Latur	Production & Manufacturing
			Gadchiroli	Construction & Wood working
			Chandrapur	Production & Manufacturing
			Chiplun	Chemical
			Ghodegaon Dist Pune	Production & Manufacturing
			Malegaon(B) Dist Pune	Industrial Automation
			Kalwan Distt Nashik	Upgradation of trades
			Paithan Distt Aurang abad	Upgradation of trades
			Karanjalad Distt Washim	Upgradation of trades
			Gondia	Electrical
			Ahmednagar	Electrical
			Satara	Fabrication
			Jalgaon	Plastic Processing
		2007-08 (30 ITIs)	Panvel	Production & Manufacturing
			Karad	Production & Manufacturing
			Sangli	Production & Manufacturing
			Vangaon	Production & Manufacturing
			Bhandara	Production & Manufacturing
			Manikdoh	Production & Manufacturing
			Kurla	Production & Manufacturing
			Rajura	Production & Manufacturing
			Buldhana	Automobile
			Wardha	Automobile
			Parbhani	Automobile
			Shevgaon	Upgradation of trades
			Ratnagiri	Fabrication(Fitting & Welding)
			Nagothane	Chemical
			Chikhaldara	Upgradation of trades
			Allapali	Upgradation of trades
			Gandhingalja	Fabrication (Fitting & Welding)
			Akot	Fabrication (Fitting & Welding)
			Lonand	Production & Manufacturing
			Nanded	Fabrication
			Nandurbar	Automobile
			Washim	Automobile
			Jamkhed	Upgradation of trades
			Udgir	Upgradation of trades
			Bodwad	Upgradation of trades
			Pandharkawada	Textile Technology
			Targaon	Upgradation of trades
			Aklus	Upgradation of trades
			Dindori	Automobile
			Oras	Hospitality

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State-wise details (2006-07 to 2008-09)

		2008-09 (42 ITIs)	Solapur	Production & Manufacturing
			Beed	Production & Manufacturing
			Khamgaon	Production & Manufacturing
			Dhule	Production & Manufacturing
			Yayatmal	Automobile
			Osmanabad	Production & Manufacturing
Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
13	Maharashtra (contd...)		Akola	Production & Manufacturing
			Pulgaon	Production & Manufacturing
			Lonavala	Hospitality
			Wani	Automobile
			Kamleshwar	Fabrication
			Thane (W)	Electronics
			Phaltan	Fabrication
			Umred	Production & Manufacturing
			Indrapur	Fabrication
			Bhor	Production & Manufacturing
			Igatpuri	Production & Manufacturing
			Jawahar	Electrical
			Guhaghar	Electrical
			Bhusaaval	Electrical
			Walva	Automobile
			Hadgaon	Automobile
			Navapur	Fabrication
			Manwat	Fabrication
			Nagpur (Rural)	Production & Manufacturing
			Kinwat	Fabrication
			Nagpur (W)	Information Technology
			Mahabaleshwar	Hospitality
			Samant Wadai	Fabrication
			Akkalkot	Fabrication
			Wada	Plastic Processing
			Nilanga	Production & Manufacturing
			Chandur Railway	Automobile
			Ramtek	Production & Manufacturing
			Katol	Fabrication
			Chandrapur (W)	Electronics
			Pimpalner	Upgradation of trades
			Beed (W)	Upgradation of trades
			Deulgaon Raja	Upgradation of trades
			Korpana	Upgradation of trades
			Raver	Upgradation of trades
			Manora	Upgradation of trades

**List for 400 ITIs covered under World Bank assisted Vocational Training
Improvement Project (VTIP)**

State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
14	Orissa(9 ITIs)	2006-07 (4 ITIs)	Berhampur	Automobile
			Balasore	Electrical
			Hirakud	Process Plant Maintenance
			Talcher	Production & Manufacturing
		2007-08 (1 ITI)	Bhawanipatna	Fabrication (Fitting & Welding)
		2008-09 (4 ITIs)	1. Balangir	Upgradation of trades
			2. Ambaguda	Upgradation of trades
			3. Phulbani	Upgradation of trades
			4. Bhubaneshwar(W)	Information Technology
15	Punjab(27 ITIs)	2006-07 (2 ITIs)	Faridkot	Fabrication (Fitting and Welding)
			Jalandhar	Apparel
		2007-08 (13 ITIs)	Nangal	Fabrication
			Samarala	Fabrication
			Batala	Automobile
			Moga	Automobile
			Bathinda	Electrical
			Pathankot	Electrical
			Sunam	Agriculture
			Patti	Agriculture Machinery
			Phagwara	Production & Manufacturing
			Kheowali (W)	Apparel
			Ferozpur	Refrigeration & Air-conditioning
			Nawashahar	Chemical
			Lalru	Textile
		2008-09 (12 ITIs)	Nabha	Food Processing
			Budhiada	Fabrication
			Talwara	Ref. & Airconditioning
			Kapurthala	Fabrication
			Fazilka	Upgradation of trades
			Amritsar	Tourism
			Amritsar (W)	Upgradation of trades
			Qadian	Fabrication
			Garhshankar	Fabrication
			Sarhali	Fabrication
			Jalandhar	Information Technology
			Kalanaor	Construction & Wood Working
16	Rajasthan (10 ITIs)	2006-07 (5 ITIs)	Bikaner	Electrical
			Bharatpur	Electrical
			Kota	Chemical
			Ajmer	Automobile
			Barmer	Fabrication
		2007-08 (5 ITIs)	Pali	Upgradation of trades
			Kota (W)	Upgradation of trades
			Ratangarh	Upgradation of trades
			Sriganganagar	Upgradation of trades
			Jaisalmer	Upgradation of trades

**List for 400 ITIs covered under World Bank assisted Vocational Training
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State-wise details (2006-07 to 2008-09)

Sr. No.	State and number of ITIs being upgraded		ITI wise relevant details	
			Name of ITI	Sector selected
17	Tamil Nadu (17 ITIs)	2006-07 (5 ITIs)	Guindy (W)	Apparel
			Vellore	Leather goods
			Madurai	Automobile
			Pettai	Electrical
			Guindy	Hospitality
		2007-08 (6 ITIs)	Chengalpattu	Production & Manufacturing
			North Chennai	Construction & Wood Working
			Thanjavur	Fabrication (Fitting & Welding)
			Cuddalore	Plastic Processing
			Coimbatore (W)	Information Technology
			Tuticorin	Fabrication (Fitting & Welding)
		2008-09 (6 ITIs)	Karaikudi	Fabrication (Fitting & Welding)
			Dharmapuri	Automobile
			Dharapuram	Production & Manufacturing
			Ariyalur	Upgradation of trades
			Nagapatnam	Upgradation of trades
			Dindigul	Upgradation of trades
18	Uttrakhand (10 ITIs)	2006-07(1 ITI)	Haridwar	Production & Manufacturing
		2007-08 (5 ITIs)	Srinagar	Upgradation of trades
			Pithoragarh	Upgradation of trades
			Dehradun (W)	Upgradation of trades
			Tanakpur	Upgradation of trades
			New Tehri	Upgradation of trades
		2008-09 (4 ITIs)	Pokhri Chamoli	Upgradation of trades
			Pokhra Garwal	Upgradation of trades
			Kashipur(W) Udham Singh Nagar	Upgradation of trades
			Askote Pithoragarh	Upgradation of trades
19	Uttar Pradesh (16 ITIs)	2006-07 (7 ITIs)	Bulandshahr	Ref & Air Conditioning
			Etawah	Ref & Air Conditioning
			Ghazabad	Production & Manufacturing
			Aligarh	Production & Manufacturing
			Lakhimpur kheri	Fabrication(fitting & welding)
			Mirzapur	Fabrication(fitting & welding)
			Jhansi	Electrical
		2007-08 (7 ITIs)	Karaundi, Varanasi	Electrical
			Raebareli	Electrical
			Muzaffarnagar	Electrical
			Rampur	Electrical
			Moradabad	Production & Manufacturing
			Saharanpur	Construction & Wood Working
			Sultanpur	Fabrication (Fitting & Welding)
		2008-09 (2 ITIs)	Balia	Electrical
			Basti	Electrical
20	West Bengal (10 ITIs)	2006-07 (3 ITIs)	Haldia	Chemical
			Siliguri	Electrical
			Banipur	Information Technology

**List for 400 ITIs covered under World Bank assisted Vocational Training
Improvement Project (VTIP)**

State-wise details (2006-07 to 2008-09)

		2007-08 (5 ITIs)	Purulia	Electrician
			Hooghly	Chemical
			Midnapore	Plastic Processing
			Howrah Homes	Construction & Wood Working
Sr. No.	State and number of ITIs being upgraded	ITI wise relevant details		
			Name of ITI	Sector selected
	West Bengal (Contd...)		Kalyani	Fabrication (Fitting & Welding)
		2008-09 (2 ITIs)	Tung	Hospitality
			Coochbehar	Agriculture Machinery
21	J & K(10 ITIs)	2006-07 (2 ITIs)	Baghi -Dilawar khan Srinagar	Automobile
			Canal Road Jammu	Automobile
		2007-08 (3 ITIs)	AnantNag	Electrical
			Baramula	Upgradation of trades
			Doda	Upgradation of trades
		2008-09 (5 ITIs)	R. S. Pura	Upgradation of trades
			Rajouri	Upgradation of trades
			Kupwara	Upgradation of trades
			Hiranagar	Upgradation of trades
			Kishtawar	Upgradation of trades
22	Assam (7 ITIs)	2006-07 (4 ITIs)	Johrat	Plastic Technology
			Dibrugarh	Plastic Technology
			Kokrajhar	Cane & Bamboo crafts
			Guwahati	Construction & Wood working
		2007-08 (3 ITIs)	Diphu	Food Processing
			Srikona	Fabrication
			Nagaon	Information Technology
23	Sikkim (1 ITI)	2006-07	Rangpo	Upgradation of trades
24	Arunachal Pradesh (1 ITI)	2007-08	Roing	Upgradation of trades
25	Mizoram(1 ITI)	2007-08	Aizwal	Upgradation of trades
26	Tripura (1 ITI)	2007-08	Indranagar	Automobile
27	Puducherry (1 ITI)	2007-08	Karaikal	Upgradation of trades
28	Lakshdweep (1 ITI)	2007-08	Kawarati	Upgradation of trades
29	Manipur (2 ITI)	2007-08 (1 ITI)	Takiyal	Upgradation of trades
		2008-09 (1 ITI)	Phaknung	Upgradation of trades
30	Andaman & Nicobar(1 ITI)	2008-09	Dollygunj	Construction and Woodworking
31	Daman & Diu (1 ITI)	2008-09 (1 ITI)	Daman	Upgradation of trades
32	Meghalaya (1 ITI)	2008-09	Tura	Upgradation of trades
33.	Nagaland (1 ITI)	2008-09	Kohima	Automobile

INDIA: Vocational Training Improvement Project**COE Sector-wise distribution of ITIs**

SECTOR	2006-07	2007-08	2008-09	Total
Agriculture	0	3	1	4
Apparel	2	1	1	4
Automobile	19	19	10	48
Cane & Bamboo crafts	1	0	0	1
Chemical	6	5	0	11
Construction & Wood working	4	3	2	9
Electrical	16	24	23	63
Electronics	0	4	9	13
Fabrication	10	18	28	56
Food Processing	1	1	1	3
Hospitality	2	1	5	8
Industrial Automation	2	0	0	2
Information Technology	4	7	6	17
Instrumentation	3	0	0	3
Leather goods	1	0	0	1
Plastic Processing	3	2	1	6
Process Plant Maintenance	1	3	0	4
Production & Manufacturing	15	22	17	54
Refrigeration & Air Conditioning	5	5	1	11
Textile Technology	0	2	0	2
Tourism	1	1	1	3
Upgradation of trades	4	29	44	75
Total	100	150	150	400

Center of Excellence Program Features

General Features of COEs

COE is a new model of vocational training program in the Craftsman Training Scheme (CTS) in India. It is a paradigm shift from the traditional mono-trade single entry and exit vocational training program to multi-skilling multi- entry and exist program. It is also a shift from an entirely institution based training to a blend of institution-cum-enterprise based training. While the traditional craftsman training scheme provides training in one skill area, COE is designed to provide a set of skills relevant to one industry sector. Currently, the DGE&T has identified 21 industry sectors for which COE curricula have been developed.

The industry-wise sector approach is intended to meet the current and emerging needs for multi skilled technicians of industry. COE course have been developed with greater and active involvement of industry in all aspects of training from forecasting of training need, developing curriculum, training of trainers, providing experts as guest faculty and trade testing/certification. The main thrust of the program is producing multi skilled workforce of improved standard by:

- (i) Introducing multi skill modular courses as per the needs of industry.
- (ii) Adopting new technology with close involvement of industry and other stakeholders in planning and implementing training programs.
- (iii) Building partnership with nearby industries and setting up of Institute Management Committees (IMCs) to make training demand-driven.

Course structure: Broad Based Basic Training (BBBT) courses have been introduced for the first year of training followed by Advanced & Specialised Modules (AM and SM) in the second year. Courses provide for multi-entry and multi-exit. The training program is designed on a sector basis, catering to the needs of a particular group of industries. The structure of COE courses is:

- (i) BBBT courses provide six modules of two months duration each, related to a particular industrial sector.
- (ii) AM courses are for six months, in the first half of the second year.
- (iii) BBBT and AM curricula have been developed in consultation with industry and are uniform across India.
- (iv) Trade Tests for BBBT and AM are at a national level under NCVT.
- (v) Successful trainees receive a National Trade Certificate for BBBT and a National Trade Certificate for AM.

- (vi) SM training is organized in the second half of the second year. It is intended to bridge the skill gaps as per the needs of industry in the region. Testing & certification is done jointly by State Govt. and Industry and certificates are recognized by NCVT.

Affiliation, Examination and Certification for COE: The states/UTs and institutions are required to apply and obtain NCVT affiliation for BBBT as well as AM. Without NCVT affiliation, the students will not be provided NCVT certificates. NCVT examination is conducted at the end of one year after completion of BBBT and again after six months after completion of AM. The students are given NCVT certificate for completion of BBBT and AM. For Specialized modules, the students are jointly tested and certified by the respective State Directorate and the industry, which is recognized by the NCVT. However, the certificate provided by NCVT is not recognized by both public and private sector employers without National Classification Occupational (NCO) Code assigned to each COE sector. Therefore, DGE&T need to take immediate actions in this regard.

Requirements for COE: Normally, it is expected that the ITIs which have six or more trades related to a particular COE would opt for a COE in the same sector and transfer one unit each from these six related trades to BBBT. However, if the ITI is short of one or two trades, new units can be set up. In that case, the state/ITI needs to create instructor position and fill those positions, set up new BBBT workshops, and obtain NCVT affiliation for these new trade units. The COE ITI needs to choose at least three AM modules out of six. For three AMs, six new instructor position need to be created and filled. The qualifications criteria for AM instructors have been laid out by NCVT and the states are expected to recruit instructors with the prescribed qualification. This would necessitate many states to amend their recruitment rules for ITI instructors. Each ITI is expected to establish fully equipped AM workshops.

Curricula for COE: The curricula for BBBT and AM have been prepared and approved by NCVT. However, the CTS provides flexibility to states/industries to suggest additions to the current curricula of BBBT modules, develop a new AM module and/or suggest additions or changes to the existing module in accordance with industry requirements. The new curricula of the modules need to be submitted to NCVT for approval.

COE Instructors training: All COE instructors, particularly AM instructors need to be trained on a priority basis, as they need to be acquainted with AM curricula and related pedagogy. All the Advanced Training Institutes (ATI) and the Apex HI-Tech Institute (AHI) have started offering AM instructors training programs.

Detailed Project Description

INDIA: Vocational Training Improvement Project

I. Background

1. Recognizing the major role that quality skilled manpower has played in the economic development of the country and in the export of goods and services, the Government of India (GoI) has decided to focus attention on the production of highly skilled craftsmen. In this context, it is guided by the observations and directions provided by the Prime Minister and the Union Finance Minister as summarized below:

In his 2004-2005 Budget Speech, the Finance Minister pointed to the need for upgrading ITIs in a public-private partnership mode. He stated: *“The skills imparted by ITIs must keep pace with the technological demands of industry and the expanding universe of knowledge..... In order to produce technicians of world standard, Government proposes to launch a program in the Central sector to upgrade 500 ITIs over the next 5 years at the rate of 100 ITIs a year. Appropriate infrastructure and equipment will be provided, the syllabi will be upgraded and new trades will be introduced. This is an area where I welcome Chambers of Commerce and Industry to join hands with the Government and create a public-private partnership model for designing and implementing the scheme. The selection of ITIs will be done in consultation with the State Governments.”*

Similarly, the need to upgrade ITIs within a public-private partnership framework was emphasized by the Prime Minister at the Shram Awards Function on October 4, 2004 at New Delhi: *“The skill level of our workforce is an area of concern. The quality of manufacturing output and the wages paid to labour are critically dependent on the quality of labour force.... While strengthening and modernizing our Industrial Training Institutes (ITIs) and the Apprenticeship Training Schemes, we need to realize that there must be active involvement of industry - both in the private sector and in the public sector in the task of curriculum design and management of these programmes.”*

2. These statements have been reiterated by the Prime Minister, Finance Minister and other senior-level policymakers on several occasions subsequently.

3. Recognizing that the current centralized management style is making the craftsmen training system inadequately responsive to the emerging demands of the rapidly developing economy, the GoI is keen to undertake reforms that would move towards a system where the Government plays the key roles of policy development, skill standards setting, financing, and monitoring and evaluation while engendering greater competitiveness and accountability in training institutions.

4. A key ingredient of GoI's reform agenda is to move the private sector into a lead role at all levels of decision making - from policymaking at the Central and State levels to managing individual training institutions. The Ministry of Labor and Employment (MoLE) is working closely with the private sector to translate this vision into reality. To do this, it has made the decision that the operations of all ITIs will be managed by Institute Management Committees (IMCs) with majority representation from employers. The IMCs, chaired by a local industry representative, will be vested with adequate academic, managerial, administrative and financial autonomies. This decision to form IMCs is supported by the Confederation of Indian Industry (CII) and the Federation of Indian Chamber of Commerce and Industry (FICCI) – the two largest employer federations in India.

5. Other important ingredients in GoI's medium-term agenda of systemic reform include modernization/development of curricula to meet international standards, development of a national

qualifications framework, leveling the playing field for public and private sector providers, and designing and implementing a training fund. These reforms have support at the highest level of the GoI.

6. Over the next few years, GoI aims to use the IMC mechanism to upgrade 500 ITIs, making it a condition that only ITIs with an IMC in place will qualify to receive funding for upgradation. The performance of these training institutions will be closely monitored and evaluated to assess the impact of these reforms on labor market outcomes. The GoI has already initiated its reform agenda with upgradation of the first set of 100 ITIs using domestic resources.

II. The Project by Components

7. The Project development objective is to improve the employment outcomes of graduates from the vocational training system, by making the design and delivery of training more demand responsive.

8. The Project, covering about 25 percent of all publicly funded ITIs, will have three components: (i) Improving the quality of vocational training, (ii) Promoting systemic reforms and innovations, and (iii) Project management, monitoring and evaluation.

Component-1: Improving Quality of Vocational Training [Total: US\$301 million, IDA: US\$228 million]

9. This component focuses on improving the quality of training imparted in ITIs, piloting enhancements in system capacity and quality for “training of trainers”, and providing States with incentive funds to leverage training resources that would further the objectives of the Project.

Sub-Component 1.1: Strengthening of Industrial Training Institutes

10. The GoI has already started strengthening the first set of 100 ITIs from domestic resources. The Project will thus direct its support towards strengthening 400 eligible ITIs (selected competitively from eligible States) to provide high quality training through Centers of Excellence (COE) in about 300 ITIs and by upgrading training facilities in another 100 ITIs. Eligibility criteria for States and ITIs to participate in the project are laid out in Section III below.

11. A critical reform being introduced into the system is the significant delegation of academic, managerial, administrative and financial autonomies to IMCs and institutions. These include the power to suggest modifications to different existing courses; add new trades and abolish trades that are redundant or irrelevant; generate, retain and use all revenues from the sale of goods and services; and engage contract faculty. In addition, while Principals have had almost no financial authority to award contracts (less than \$100 in most States); this power is now being significantly enhanced for amounts up to \$20,000 per contract.

12. Greater accountability is also being fostered. The main responsibility for how the project performs will rest with the State governments rather than with individual institutions, which inevitably follow the policies and directions (implicit and explicit) of State authorities when exercising authority they are given. The Project thus assigns primary accountability for project performance to the State governments, and reflects this in several provisions. Firstly, an Incentive Fund that can be used by States to extend the benefits of the Project beyond the participating ITIs (see sub-component 1.3 below). Only 20 awards will be made by the NSC and only those States that have performed satisfactorily, judged against outcome and output indicators, will be invited to apply. Secondly, the States that are having difficulty in utilization of their allocations and are in danger of under-spending may have their funds re-allocated to the better performing States. The first Incentive awards and any re-allocation of funds will take place after the joint mid-term review. All indicators will be monitored regularly before then, discussed with States, and

made publicly available through the DGE&T website, but it will only be by the mid-term that robust and justifiable rewards or penalties could be exercised.

13. Of the 400 ITIs to be funded through this Project, 100 ITIs have already commenced their institutional project implementation as of August 2006. Only expenditures from this set of ITIs will be financed retroactively up to a maximum of 12 months prior to date of signing of Financing Agreement, provided that expenditures were made in accordance with World Bank guidelines for procurement of works, goods and services. The total amount of retroactive financing will be limited to 20 percent of the Project Credit.¹

14. Strengthening ITIs, and the specific trades selected for funding, will be achieved in several ways, including: (i) refurbishment of teaching-training infrastructure, (ii) modernization and strengthening of existing workshops/laboratories to support revised curricula, (iii) launching new trade courses and discontinuation of those in low demand, (iv) revision of existing curricula with significant involvement of industry, (v) establishment of workshops/laboratories for new trade courses in ITIs to be upgraded and for advanced training modules in Centers of Excellence, (vi) increased utilization of learning resources and media, and (vii) filling instructor vacancies and appointing additional instructors as needed.

15. Institutions adopting the Center of Excellence (COE) approach will focus on upgrading an individual industrial sector that meets the high quality craftsmen needs of the dominant local industry. The COE approach provides multi-entry and multi-exit pathways for students to get training, and this involves conducting: (a) broad-based multiskilling modules during the first year (semesters 1 and 2), (b) an advanced module during the first half of the second year (semester 3), and (c) a specialized module through relevant industry attachment during the second half of the second year (semester 4). For a given sector, the curricula for the first year's broad-based training and for the advanced module will be common in all the ITIs offering courses in that sector. Trade testing for these modules will be done at the national level under the aegis of the National Council for Vocational Training (NCVT). Testing and certification for the specialized module will be carried out jointly by the State Council for Vocational Training (SCVT) and industry, and the certificates awarded for the fourth semester will be recognized by the NCVT. ITIs that opt to establish a trade-specific COE will also be financed to upgrade training facilities in related trades.

16. ITIs not wanting to adopt the COE model may instead opt to upgrade training facilities for conventional trades that are in high demand locally. New trades could also be introduced but only if low-demand trade courses are discontinued. Sectors that ITIs are likely to focus on for upgrading include automotive, electrical and electronics, garments, IT, and other sectors for which there is a significant demand in the local labor market. Financing in these ITIs will normally be for a total of 6 trades inclusive of existing and new trades.

17. All project ITIs will establish Training, Counseling and Placement Cells (TCPC) to secure: (a) industry attachments for the COE students for the specialized module, (b) training for ITI graduates, either as apprentices or otherwise, and (d) employment for the ITI graduates. The TCPC will be managed by a Training, Counseling and Placement Officer (TCPO), who will be an existing faculty in each ITI (e.g. Vice-Principal or Group Instructor), working on this additional responsibility on a part-time basis. The TCPO will be responsible for increasing institute-industry interactions to the advantage of both the students and instructors in the form of industry visits, industry attachments, expert lectures and training,

¹ After Project Effectiveness, eligible ITIs from this first set of 100 may apply for additional funding over and above the amounts already allocated to them by the DGE&T to undertake improvements in training facilities. Such additional requests will be considered by the National Steering Committee (NSC) based on the merit of their Institutional Development Plans (IDPs).

job fairs for campus recruitment, etc. The TCPO would be suitably compensated for his/her extra time inputs.

Sub-Component 1.2: Strengthening Instructor Training

18. There are close to 60,000 instructors in ITIs and ITCs, a significant majority of whom have not been trained recently. Training capacity is currently limited to 1,100 places per year for basic (entry-level) training of instructors in seven centrally funded institutions - 5 Advanced Training Institutes (ATIs) located at Howrah, Hyderabad, Kanpur, Ludhiana and Mumbai; the Central Training Institute (CTI) at Chennai, and the National Vocational Training Institute (NVTI) for Women at Noida. The system's instructor training capacity will be expanded by:

- Establishing 10 Instructor Training Wings (ITWs) in selected Project ITIs to provide an additional 1,000 places for the basic (entry-level) instructor training, and improving training facilities in the seven centrally funded institutions already conducting this type of training. The basic (entry-level) training will be of 12 month duration, and will be targeted at instructors who have been in the system for less than five years, and have not received any such training. The training will be accredited by the National Council for Vocational Training (NCVT);
- Starting refresher training courses for instructors in 20 selected COEs – this training targets instructors who have been in the system for more than five years. The training will be of four weeks duration, and the participants will be awarded a certificate of completion ;
- Organizing training for would-be COE instructors at 11 centrally-funded institutions - AHI at Bangalore; the six ATIs; two ATI-EPIs; FTI at Bangalore, and NVTI at Noida. This training, of 10 week duration, will be focused on upgrading the skills of instructors identified/recruited for placement in a COE. The training institutions will award certificates to instructors participating in the program; and
- Organizing highly specialized training of instructors in publicly-funded organizations outside the ambit of the MoLE, and also in privately-funded training organizations and industry training centers.

19. The selection of States for establishing an ITW or for providing refresher training for instructors in its COEs, or for both will be competitive. Eligible States will need to submit proposals to the NSC to justify why they have a comparative advantage in the training of trainers. The proposal will provide details about the would-be-host ITI's qualifications, experience and adequacy of its trainers, training facilities and accommodations for instructor trainees, and sustainability of the proposed model. Proposals will be vetted by the NSC against objective criteria to ensure selection of the best proposals.

20. In the States selected for this purpose, the host ITIs will receive additional financial allocations based on selection and funding criteria to be determined by the NSC. The total funding to establish an ITW will be limited to Rs. 20 million (USD 440,000 equivalent) to cover the costs of additional classrooms and a 50-seat instructor-trainee hostel, fees for guest faculty, honoraria to existing instructors for extra time spent conducting training programs, and additional training costs. Similarly, existing centrally-funded institutions and host COEs will be provided funds for additional equipment, additional training costs, fees for guest faculty, and honoraria to existing instructors involved in instructor training. The ITWs, COEs and the centrally-funded institutions are expected to levy training fees for both the in-state and out-of-state instructor trainees; the fees would be determined in consultation with the NCVT.

21. For bringing about system-wide improvements in the quality of teaching, instructors in all the ITIs (including project ITIs) in each project State will, during the project life, be provided either the basic training or refresher training as per the individual instructor's assessed training needs. The Project will finance all such instructor training through the SPIUs.

22. The Apex Hi-tech Institute (AHI) at Bangalore, an existing centrally-funded institution, will be tasked to manage and promote instructor training within the network of training institutions called the Instructor

Training Network (ITN) – which comprises of 10 ITWs, 11 centrally-funded institutions, and 20 COEs - as well as with reputed training establishments outside the ITN. To meet this management function, the AHI will: (a) develop and maintain a database of instructors, (b) undertake training need analysis of instructors, (c) develop curricula for the 3 types of instructor training programs (basic, refresher and advanced), (d) organize training of instructors within and outside the ITN, (e) review the basic (entry-level) training of instructors in terms of duration and responsiveness to the needs of new instructors, and recommend changes to the NCVT as necessary, (f) set norms and standards for the different types of instructor training, and (g) carry out periodic inspections to ensure that training network institutions adhere to the prescribed training norms and standards. The AHI will also prepare brief Annual Training Plans, and through the NPIU share them with the World Bank for review by July 31 of each year. The Plan will give a schedule of training programs to be conducted by each ITN institution and the number of instructors that are expected to benefit from each program. The Plan will also state the number of instructors that would be given specialized training in reputed training establishment outside the ITN. AHI will be strengthened to perform the above stated management functions.

23. As a result of these initiatives, it is expected that the annual training capacity of the system will increase significantly – the number of entry-level trainees will increase to 2,000 from 1,100 and refresher courses would be provided to about 10,000 instructors. In addition, infrastructure will be created to train about 3000 COE instructors per year.

Sub-component 1.3: Incentive Fund

24. The Incentive Fund is designed to provide additional funding in the form of grants to those States/Union Territories (UTs) that have performed well. To ensure objectivity of the selection process, several quantifiable criteria will be used to judge performance: (a) the proportion of a State/UT's allocation that has been utilized; (b) the proportion of ITI entrants that obtain NCVT certification; (c) the proportion of pass-outs finding employment within 12 months of training completion; (d) the proportion of relevant instructor vacancies that are filled in participating ITIs; and (e) the proportion of instructors who have received training.

25. No more than 20 awards (additional allocations) will be given to States over the life of the project, with the maximum amount for an award limited to US\$2 million. The best performing State/UTs will be invited by the NSC to submit proposals for consideration by the NSC. Invitations will be sent to the relevant State/UTs on two occasions: (a) in Year 3, when about 50 percent of the awards will be given, based on assessments of the performance of States/UTs in Years 1 and 2 of the project, and (b) in Year 4 when the remaining awards will be given based on performance over the three previous years. A State/UT may be invited to apply for an allocation on either or both occasions.

26. Examples of proposals that may be submitted by States include: conducting medium-term training programs in emerging and/or export oriented skill areas and, short-term training programs for practicing artisans and unemployed youth in both Project and non-Project ITIs; strengthening of training facilities in non-Project ITIs; providing advanced training of instructors in specialized institutions; and translating instructional media packages into regional languages.

Component-2: Promoting Systemic Reforms and Innovations [Total: US\$30 million, IDA: US\$29 million]

27. Component 1 above, aims to rapidly improve the quality and relevance of the public vocational training system. However, systemic reform of the entire system is a long-term process. Reforms and innovations need to be carried out to bring about improvements in the vocational training system and to sustaining gains made under the Project. This Component focuses on activities that will lead to the design and ultimate implementation of some of these reforms. The DGE&T will have responsibility for

implementing these activities in collaboration with States, industry associations, non-government organizations (NGOs) and private training providers.

Sub-component 2.1: Promotion of Reforms

28. Two groups of activities have been selected to promote reforms: (a) studies designed to develop viable proposals for reforms, and (b) study tours and short-term fellowship programs to enhance the capacity of the policy makers and system managers to implement reforms.

29. Four key areas presently identified by policy makers as critical to the reform process are briefly described below. Additional studies will be identified over the course of project implementation:

- Developing a National Vocational Qualification Framework (NVQF) to provide uniform procedures for determining the pre-requisites for entry into different training courses and programs, for assessing competencies of trainees, and for certifying skills;
- Developing a framework for registering private training providers and the courses/programs offered by them that meet NVQF standards, and for instituting periodic inspection of all institutions for renewing/withdrawing their registration with the NCVT;
- Developing replicable models for training of the informal sector workforce in ITIs, polytechnics, training establishments of the Central and State governments, public sector undertakings (PSUs), industries and private sector training establishments. The findings of this study will feed into the MoLE's Modular Employable Skills (MES) program and the National Mission for Skills;² and
- Assessing the feasibility of establishing a Training Fund – with resources mobilized from Central and State governments, students, PSUs and industry -- to finance formal vocational training programs in both ITIs and ITCs on the basis of their performance, and to provide incentives for employers to provide in-service training to their newly hired and current employees.

30. Foreign study tours and short-term fellowship programs will be organized by the NPIU to study policies and best practices in areas related to vocational training. Study tours and fellowships will target senior staff of MoLE, DGE&T, States, NPIU, SPIUs, centrally funded institutions under the administrative control of MoLE, and senior representatives of industry associations. Areas of interest include private-public partnerships; financing of vocational training; curriculum development especially in emerging technologies; development of training standards and techniques for benchmarking; assessment and certification of skills of the informal workforce; and development and production of learning resources. Industry representatives will pay their own way on study tours. The NPIU will share proposals for all foreign study tours and fellowship programs with the World Bank to obtain its 'no objection' and, will thereafter coordinate and monitor their implementation. The NPIU will disseminate findings and lessons learned from all international programs through the DGE&T website.

Sub-component 2.2: Innovations Fund

² Concurrently with this Project, GoI is embarking on a major centrally-financed scheme (\$150 million initial allocation from GoI) known as Modular Employable Skills (MES). MES is designed for training workers in, and entrants to, the informal sector. Trainees will be able to develop skills (or, more appropriately, competencies) that can be individually certified and packaged in whatever way is relevant to the individual's needs. Eventually, the training is to be provided by the registered public, private and non-profit training organizations. . It is expected that ITIs, using the resources (equipment, materials and instructors) developed under this Project, will be in a position to put MES courses in place on a demand-basis. In addition, the competencies developed under MES will be strongly influenced by the curriculum development advances made under the Project. Trainees under the MES will be able to accumulate competencies that add to a complete CTS certificate.

31. The Fund will support the piloting of innovative activities that would significantly improve the quality of the vocational education and training system. Activities that could be supported by this Fund include but will not be limited to: (a) pilot interventions to implement and assess the impact/acceptability of systemic reforms (identified under Component 2.1 above); (b) developing web-based training programs and materials and using EDUSAT to deliver vocational training by distance-learning modes; (c) piloting methodologies for training in new/emerging technology areas; (d) developing a system for comparing Indian training standards with international ones; and (e) developing new delivery systems for informal training.

32. Financing from the Innovations Fund (specifically earmarked under the Project) will be available to the DGE&T, States, centrally-funded institutions under the administrative control of MoLE, employers' associations and private training providers. Preference would be given to proposals that involve public-private partnerships. The maximum award for piloting innovative activities will be \$1 million.

33. Proposals seeking financial assistance under this Fund will be shared with the World Bank for review before the NPIU tables them for consideration by the NSC. The NSC will review and select proposals, giving consideration to the wider applicability of activities being proposed. Funds cannot, for example, be used to finance the training needs of just one organization, but they could be used to finance the development work of that organization for subsequent wider public distribution. In comparing proposals, NSC will consider: (a) the extent to which a proposal has been developed in collaboration with other stakeholders-- both public and private; (b) the extent to which a proposal furthers the objectives of vocational training either nationally or within a State/UT [the procedure for selection of proposals is detailed in the PIP].

Sub-component 2.3: Strengthening Capacity for Development of Curricula and Resource Materials

34. Three centrally-funded institutions will be strengthened for long-term sustainable development of vocational training through: (a) establishment of mechanisms for periodically updating the curricula and learning resources of NCVT-affiliated trades and instructor training, (b) development of sound assessment and testing procedures for both students and instructors, and (c) development of student training standards that match international benchmarks.

35. AHI will be strengthened to: (i) develop curriculum inputs in emerging technologies for use in updating curricula of NCVT-affiliated trades, (ii) benchmark vocational training against international standards, (iii) develop curricula for the 3 types of instructor training programs described under sub-component 1.2, and (iv) assess the feasibility of reducing duration of entry-level training for instructors. AHI staff will be exposed to international best practices, and it will be provided funding to use the services of international consultants and experts.

36. The Central Staff Training and Research Institute (CSTARI) at Kolkata will be supported to help it adopt modern curriculum development methodologies and update its curricula with inputs from employers to ensure the continued relevance of curricula. CSTARI will also develop procedures for evaluating COE students' achievement on the specialized module to ensure uniform joint assessments of student competencies by States and industry. CSTARI will utilize services of local consultants, and its staff will be exposed to international practices.

37. The capacity of the National Instructional Media Institute (NIMI) at Chennai will be strengthened to develop, print/publish and disseminate instructional media packages (IMPs). NIMI will develop question banks for assessing and evaluating trainees of conventional and COE trade courses, design self-learning packages for students and instructors, and train instructors in the use of IMPs.

Component-3: Project Management, Monitoring and Evaluation [Total: US\$28 million, IDA: US\$23 million]

Sub-component 3.1: Project Management

38. At the central-level, the Project will be guided by a National Steering Committee (NSC), with significant senior-level representation from industry and industry associations. The NSC, chaired by the Secretary of MoLE, will also select States and institutions, and allocate funds for various activities to the DGE&T, States, centrally funded institutions and others. It will be assisted by a National Project Implementation Unit (NPIU), headed by the National Project Director (NPD) who will have the rank of a Joint Secretary in the MoLE. The overall responsibility for policy decisions and project management at the central-level will be vested in the NPD. The NPIU will have 5 functional units with adequate full-time officials, consultants and staff (see Annex 6). It will be granted sufficient functional, financial and administrative autonomy to enable it to carry out its responsibilities without having to seek frequent approvals from the NPD.

39. At the State level, the Project will be guided and facilitated by a State Steering Committee (SSC), headed by the Principal Secretary/Secretary for vocational training. The SSC will have significant representation from industry and industry associations. The SSC will be assisted by a State Project Implementation Unit (SPIU) with adequate full-time officials, consultants and support staff (see Annex 6).

40. At the institutional level, each participating ITI will have an Institutional Management Committees (IMC) for the whole ITI, with significant participation from industry. It will be chaired by an industrialist. The IMCs will be adequately empowered in academic, administrative, financial and management matters to discharge their functions as listed in the Memorandum of Understanding (MoU) between the DGE&T in the MoLE and the States [MoU is detailed in the PIP].

Sub-component 3.2: Monitoring and Evaluation

41. The Project provides for an effective monitoring and evaluation system to: (i) monitor the use of resources; (ii) assess implementation progress of various Project elements as measured by intermediate output indicators; and (iii) evaluate the impact of the Project on outcome indicators through impact assessments and thematic studies.

42. Project monitoring will be based on information assembled by the Management Information System (MIS) (under development by the NPIU) and through field visits. Institutions, SPIUs and the NPIU will regularly keep the MIS updated. All project ITIs will establish facilities for linking to the central MIS and keeping it periodically updated. Each SPIU will carry out, against a simple checklist, at least one field inspection annually of its project institutions. NPIU staff will also undertake periodic visits to States and participating institutions.

43. At the national level, project implementation will be reviewed periodically by the NSC, and at the state-level, the SSC will perform a similar function. Implementation progress will also be monitored semi-annually and at the mid-term, jointly by the GoI and IDA. The NPIU will present State-wise analyses and findings during these reviews. The joint reviews will include visits to selected institutions and interactions with stakeholders such as the private sector, students and teachers. These reviews will help identify problem areas and suggest remedial actions that need to be undertaken at different levels. The Mid-Term Review (MTR), besides assessing project progress, will also suggest corrective actions that may be needed to enhance the pace of implementation and achievement of project development objectives. The GoI and IDA will also jointly undertake an Implementation Completion Review (ICR) mission to assess the overall achievements of the Project.

44. Starting in Year 2, the Project will be evaluated annually by independent local or international consultant firms with relevant experience in the evaluation of training programs, including the design and fielding of nationally representative surveys, and the statistical analysis of data derived from such surveys. The NPIU will be responsible for developing TORs for this activity, contracting the evaluation entity and supervising the work undertaken. The ToRs will be shared with the World Bank for its review, and “no objection.” Evaluation results will be used to: (i) track improvements in the employment and wage outcomes of ITI graduates; (ii) study institution-to-work transitions of trainees over a two-year period after graduation; (iii) give NCVT /CSTARI/ AHI continuous feedback from graduates on the relevance of training provided and areas for curriculum improvement; and (iv) evaluate the impacts of institution-level reforms and institutional upgradation on employment and earnings of graduates relative to a comparison group of trainees not benefiting from the Project, and as compared to their own pre-Project ITI baseline averages. In addition, thematic reviews/studies for identifying emerging sectors, skill mix requirements, and employer surveys will also be undertaken.

III. Selection of States/UTs and Institutions

45. The success of the Project depends critically on two conditions. Firstly, the States’ willingness to undertake the needed reforms in institutional management, and secondly, the ability and willingness of project institutions to implement their development plans by exercising the given autonomies through their IMCs. These two conditions make it necessary that the States be selected first, followed by the institutions they then sponsor.

Eligibility of States/UTs

46. States/UTs desirous of joining the Project shall submit their proposals in a prescribed format, stating the activities they plan to undertake under the Project. They shall also demonstrate their commitment and preparedness to meet the eligibility criteria for participation by signing an MoU with the DGE&T in the MoLE well before the institutional selection takes place. The eligibility criteria to be met and adhered to throughout Project life are:

- Maintaining and ensuring active and effective industry participation in the State Council for Vocational Training;
- Establishing a State Steering Committee with significant participation from industry;
- Establishing and maintaining a State Project Implementation Unit with adequate staff and financial and administrative autonomies to discharge its functions without frequently seeking approvals from State authorities;
- Agreeing to constitute an Institute Management Committee (IMC), with significant participation from industry, for each ITI selected to participate in the Project, and granting the IMC sufficient autonomy to perform its functions (as listed in the MoU given in the PIP);
- Agreeing to grant financial and administrative powers to the Principals of Project ITIs (as stated in the MoU) to undertake procurement, refurbishment and maintenance activities as required for speedy project implementation;
- Agreeing to ensure implementation of the recommendations made in the Environment Management Framework (EMF) and the Equity Assurance Plan (EAP) by each Project ITI;
- Agreeing to fill all existing instructor and technical staff positions, and ensuring that instructor vacancies do not exceed 10 percent of respective sanctioned positions; and
- Agreeing to sanction all additional positions required by each Project ITI in accordance with their respective Institutional Development Plans (IDPs).

Eligibility of Institutions

47. To be eligible for selection into the Project, an ITI from an eligible State should meet the following criteria:

- It must have an effectively functioning IMC *for the entire institution* with sufficient autonomy to perform its functions (as listed in the MoU given in the PIP);
- There should be a regular full-time Principal in place with adequate financial and administrative powers (as stated in the MoU) to undertake procurement, refurbishment and maintenance activities as required for speedy project implementation;
- Instructor vacancy should not be more than 10 percent of the sanctioned positions in the whole ITI.
- It should have proper surroundings, sufficient space for landscaping, buildings with adequate space for additions/alterations and other infrastructural facilities;
- It should be well connected by road /railway; and
- ITIs desirous of being selected as a Center of Excellence should be located in or close to an industrial area with a critical mass of industries related to its chosen industrial sector.

Selection of Institutions

48. Of the 400 institutions to be supported under the Project, the first set of 100 ITIs has already been selected jointly by the States and the DGE&T to establish COEs—these ITIs have commenced their project operations since August 2006. The remaining 300 ITIs will be selected competitively based on their eligibility and their IDPs through a maximum of two selection cycles

49. To provide a level playing field, all the eligible ITIs (from the national stock of 1896 ITIs) will be trained, well before Project commencement, by master trainers in development of quality IDPs. The ITIs interested to participate in the Project will develop their IDPs under the guidance of their respective IMCs and through consultation with stakeholders (local representatives of industry associations, faculty members, students and the community). The IDPs would define the long-term goals of the institution, the issues and challenges facing the institution and the strategies for dealing with them. Each IDP will set targets for institutional improvement, define performance indicators, explain how each ITI is going to assist graduates in obtaining employment (through a placement cell or job fairs) and detail the annual financial requirements. The prescribed IDP format is given in the PIP.

50. The SSCs will evaluate IDPs from institutions in their State [guidelines for IDPs are provided in the PIP] and recommend to the NSC the ones to be included in the Project and the quantum of funds to be provided to each of them. The evaluation process will take into account issues including: the availability of a functioning IMC for the entire institution; the extent to which the IDP meet the needs of the local economy; consideration given to gender, stakeholder participation, and social equity issues; extent to which financing sought is realistic and whether the institution has adequate absorptive capacity; and whether the IDP proposes to leverage private sector financing to complement public support. The final selections and fund allocations will be made by the NSC, and the decisions, beneficiaries and successful IDPs will be posted on the DGE&T website. SSCs will advise unsuccessful ITIs on how to improve their proposals for submission in a subsequent round of competition.